

**FORMS OF EMPLOYMENT**

AUSTRALIA

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C O N T E N T S

	<i>page</i>
Notes	2
Conceptual framework	3
Summary of findings	4

T A B L E S

List of tables	10
Employed persons	11
Employees (excluding owner managers of incorporated enterprises)	29
Populations	33

A D D I T I O N A L I N F O R M A T I O N

Explanatory Notes	34
Appendix 1: Populations and data items list	37
Appendix 2: Supplementary surveys	41
Technical Note: Data quality	42
Glossary	45

I N Q U I R I E S

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry and occupation and demographic characteristics.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2007 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked about employment arrangements in the main job of all employed people, except those who were contributing family workers in their main job.

NOTES ABOUT THE ESTIMATES

In 2007, only owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs) were asked if they worked on a contract basis. Employees (excluding OMIEs) were asked if they worked on a fixed-term contract. In 2006, all employed people, including OMIEs and OMUEs, were asked if they worked on a contract basis. Users therefore need to exercise care when comparing the number of people who worked on a contract basis in this publication with the 2006 release.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.



ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

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CONCEPTUAL FRAMEWORK

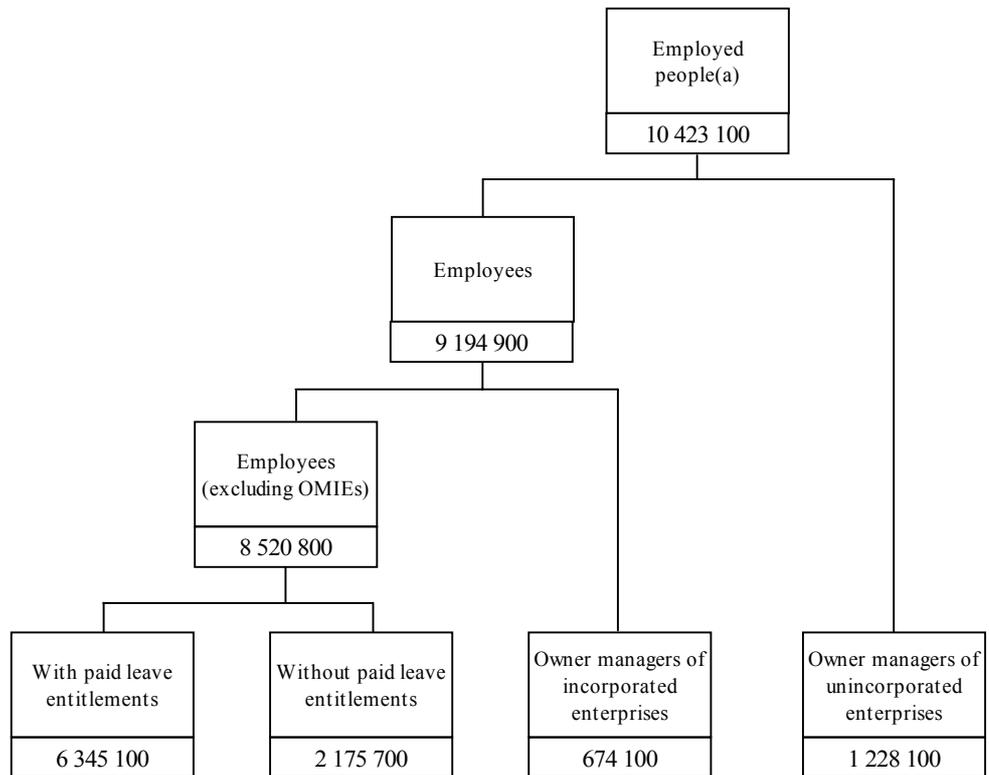
INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and increases in the extent of part-time and casual employment.

The Forms of Employment Survey provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different employment types.

THE EMPLOYMENT TYPE FRAMEWORK

This conceptual framework classifies jobholders to an employment type category on the basis of their main job, that is, the job in which the most hours are usually worked. Under this framework, owner managers of incorporated enterprises (OMIEs) are presented separately from other employees. Employees (excluding OMIEs) are then further classified according to whether they had paid leave entitlements, that is, whether they had paid sick and/or holiday leave.



(a) Excludes people who were contributing family workers in their main job.

SUMMARY OF FINDINGS

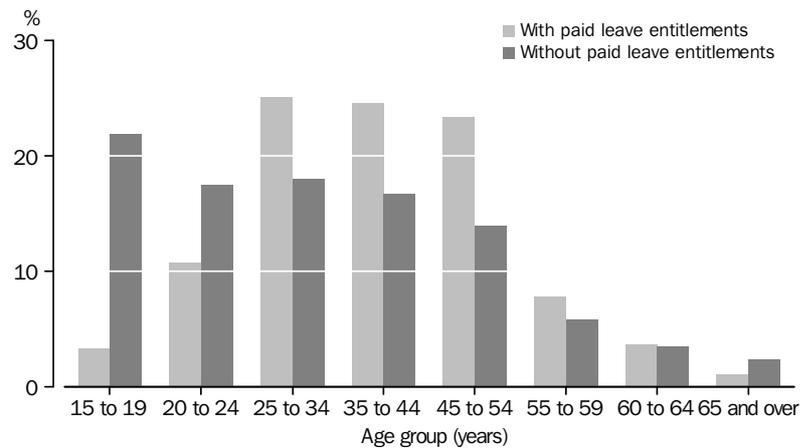
OVERVIEW

In November 2007, there were 10.4 million employed people, aged 15 years and over. Of these, 61% (6.3 million) were employees (excluding owner managers of incorporated enterprises (OMIEs)) with paid leave entitlements, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed people:

- 2.2 million were employees (excluding OMIEs) without paid leave entitlements (a proxy for casual employees)
- 1.2 million were owner managers of unincorporated enterprises (OMUEs)
- 674,100 were OMIEs.

EMPLOYEES (EXCLUDING OMIEs)

EMPLOYEES (EXCLUDING OMIEs), Age distribution—With or without paid leave entitlements



Of the 6.3 million people who were employees (excluding OMIEs) with paid leave entitlements, 55% were men. Employees (excluding OMIEs) with paid leave entitlements, were concentrated in the 25–54 year age groups. Almost three-quarters of employees (excluding OMIEs) with paid leave entitlements were aged 25–54 years. In contrast, those without leave entitlements were concentrated in the younger age groups, with 39% aged 15–24 years. Just three per cent of people with paid leave entitlements were aged 15–19 years.

Full-time workers in main job

An estimated 71% of employees (excluding OMIEs) were full-time workers in their main job. Most employees who were full-time workers in their main job had paid leave entitlements (88%).

The industry group with the highest proportion of full-time workers with paid leave entitlements was Public administration and safety (96%) followed by Financial and insurance services (95%). The occupation group with the highest proportion of full-time workers with paid leave entitlements was Managers (95%).

The industry group with the lowest proportion of full-time workers with paid leave entitlements was Agriculture, forestry and fishing (44%), followed by Accommodation and food services (30%). The occupation group with the lowest proportion of full-time workers without paid leave entitlements was Labourers (27%).

SUMMARY OF FINDINGS *continued*

Part-time workers in main job

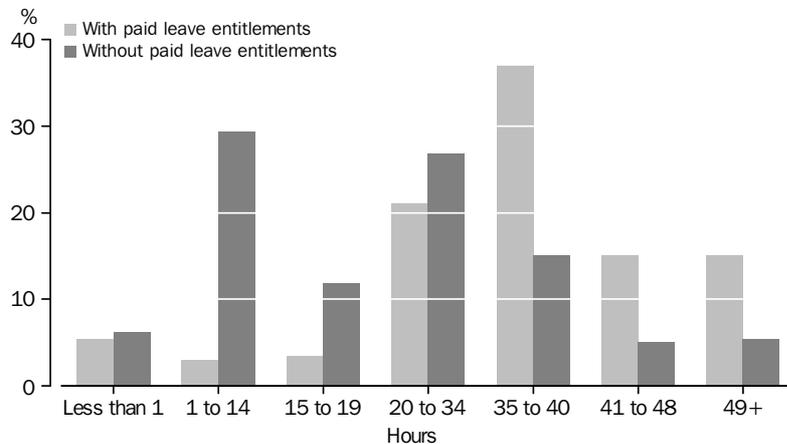
Approximately 29% of employees (excluding OMIEs) were part-time workers in their main job. Less than half of these had paid leave entitlements (41%).

The industry group with the highest proportion of part-time workers with paid leave entitlements was Financial and insurance services (70%), followed by Health care and social assistance, and Public administration and safety (both 67%). The occupation group with the highest proportion of part-time workers with paid leave entitlements was Professionals (66%).

The industry group with the lowest proportion of part-time workers with paid leave entitlements was Accommodation and food services (13%) followed by Agriculture, forestry and fishing (16%). The occupation group with the lowest proportion of part-time workers with paid leave entitlements was Sales workers (23%).

Hours actually worked in main job

EMPLOYEES (EXCLUDING OMIES), Hours actually worked in main job—With or without paid leave entitlements



Just under three per cent of employees (excluding OMIEs) with paid leave entitlements, worked between 1–14 hours in their main job compared to 29% of employees (excluding OMIEs) without paid leave entitlements.

Sixty seven per cent of employees (excluding OMIEs) with paid leave entitlements worked for 35 hours or more in their main job, while 12% worked less than 20 hours. About 74% of employees (excluding OMIEs) without paid leave entitlements worked less than 35 hours in their main job in the reference week, while 48% worked less than 20 hours.

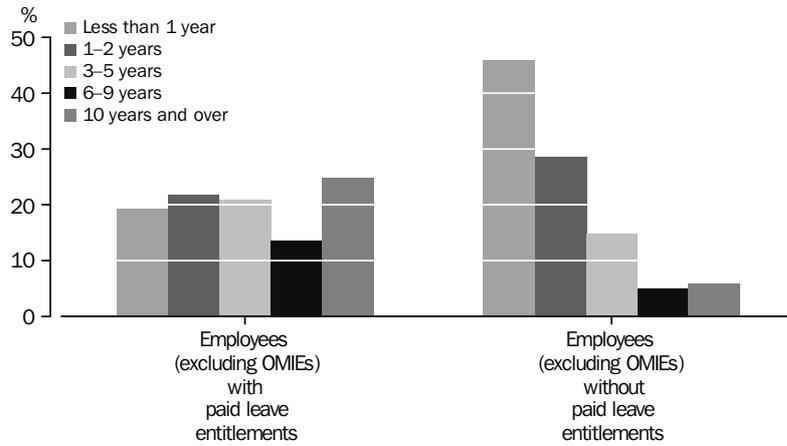
Continuous duration with current employer/business

Of employees (excluding OMIEs) with paid leave entitlements one quarter (25%) reported that they had been with their current employer/business for ten years or more. In contrast, almost half (46%) of employees (excluding OMIEs) without paid leave entitlements had been with their current employer/business for less than one year, and a further 29% had been with their current employer/business for between 1 and 2 years.

SUMMARY OF FINDINGS *continued*

Continuous duration with current employer/business continued

EMPLOYEES (EXCLUDING OMIES), Continuous duration with current employer/business—By employment type

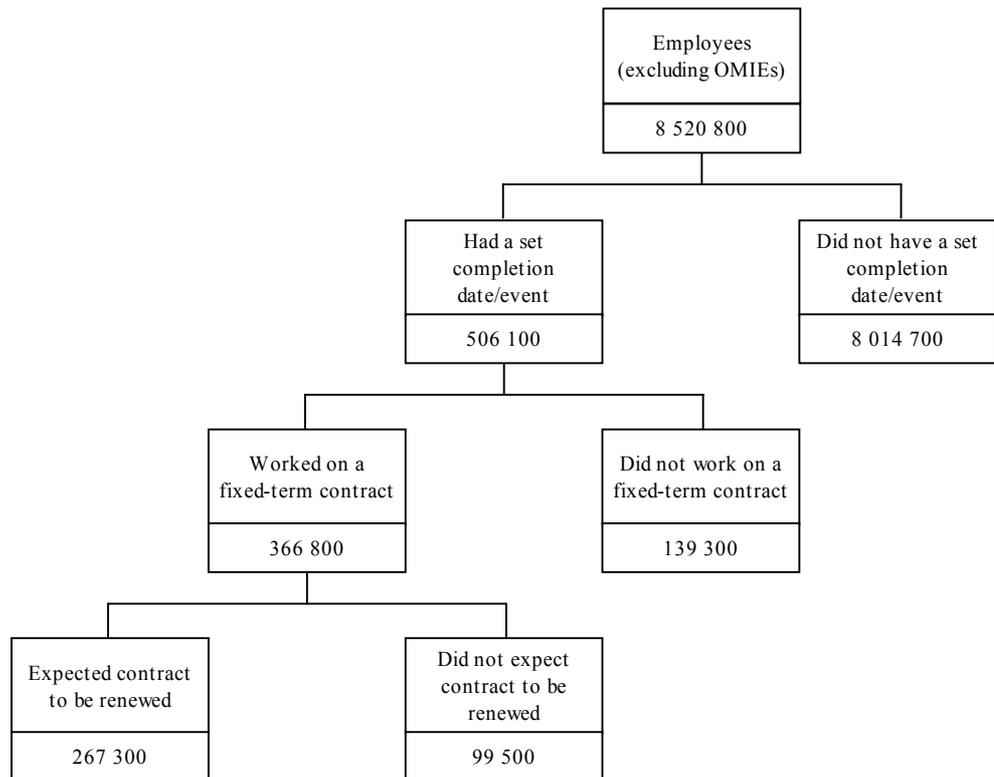


Expected future duration with current employer/business

One-fifth of employees (excluding OMIEs) without paid leave entitlements (21%) did not expect to be with their current employer in 12 months time, compared to just eight per cent of employees (excluding OMIEs) with paid leave entitlements.

WORKED ON A
FIXED-TERM CONTRACT

There were 506,100 employees (excluding OMIEs) whose employment had a set completion date/event. Of these, 366,800 employees (excluding OMIEs) worked on a fixed-term contract (75% of these had paid leave entitlements and 25% did not). Almost three-quarters (75%) of those on a fixed-term contract expected their contract to be renewed upon completion (78% of these had paid leave entitlements and 22% did not).



SUMMARY OF FINDINGS *continued*

OWNER MANAGERS

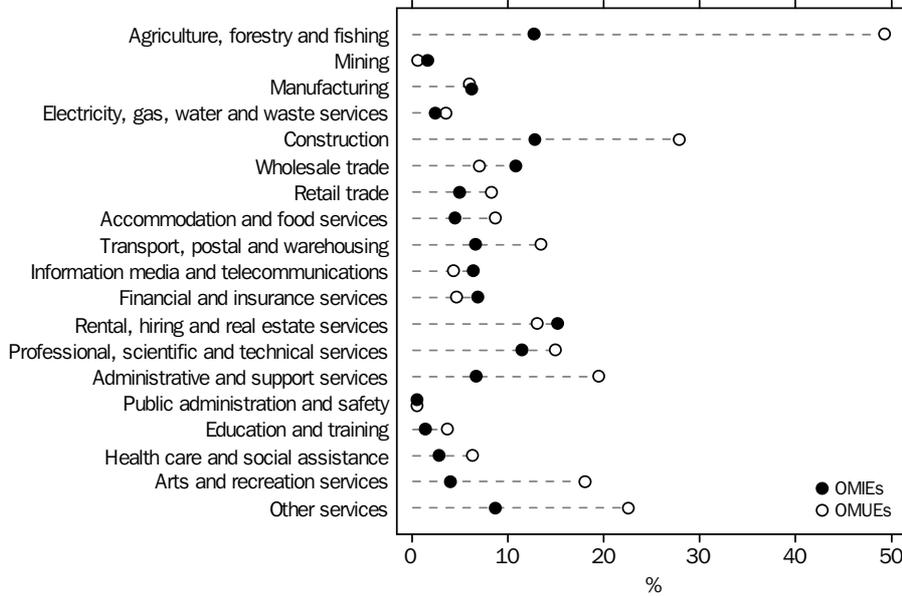
There were 1.9 million owner managers in November 2007, and almost two-thirds of these were owner managers of unincorporated enterprises (OMUEs).

Owner managers were concentrated in a small number of industries. Twenty per cent of all owner managers were in the Construction industry while 11% were in Agriculture, forestry and fishing.

About half (49%) of all people employed in Agriculture, forestry and fishing were OMUEs, while a further 13% were OMIEs. Twenty-eight per cent of people employed in the Construction industry were OMUEs and 13% were OMIEs. In the Professional, scientific and technical services industry, 15% of employed people were OMUEs and a further 12% were OMIEs.

Eleven per cent of people employed in the Wholesale trade industry were OMIEs while a further seven per cent were OMUEs.

OWNER MANAGERS, OMIEs/OMUEs as a proportion of all employed persons within each industry



SUMMARY OF FINDINGS *continued*

OWNER MANAGERS *continued*

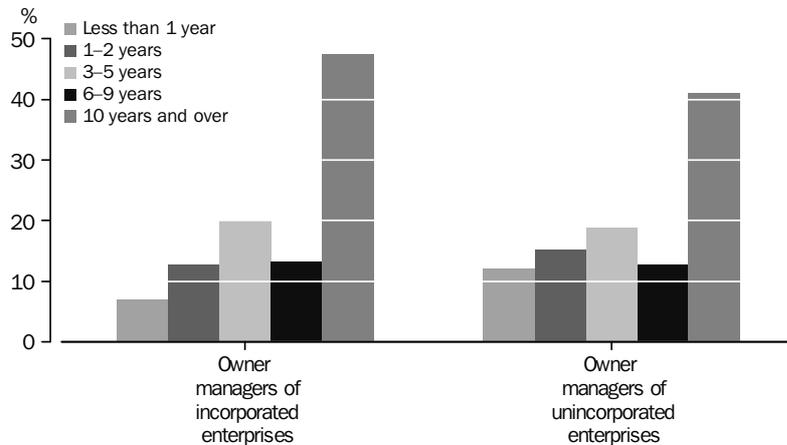
Owner managers were concentrated in a small number of occupation groups. Almost one quarter (24%) of all Managers were OMUEs, while a further 17% were OMIEs. Nineteen per cent of Technicians and trades workers were OMUEs, with a further six per cent OMIEs.

OWNER MANAGERS, OMIEs/OMUEs as a proportion of all employed persons within each occupation



Continuous duration with current employer/business

OWNER MANAGERS, Continuous duration with current employer/business—By employment type



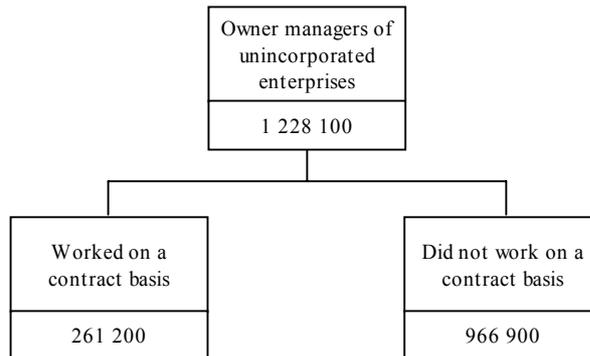
Overall, owner managers had been with their current employer/business for a longer period compared to employees (excluding OMIEs). Sixty-one per cent of owner managers of incorporated enterprises had over six years of continuous duration with their current employer/business, as had just over half (54%) of owner managers of unincorporated enterprises.

SUMMARY OF FINDINGS *continued*

Owner managers of unincorporated enterprises

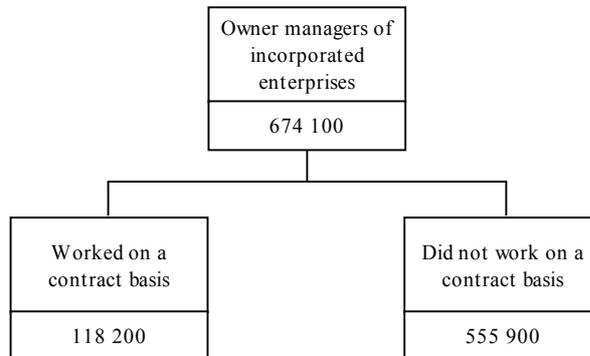
An estimated 12% of employed people were OMUEs in their main job. Of these, 59% actually worked 35 hours or more in their main job in the reference week, while 30% worked 49 hours or more. Other characteristics of OMUEs in November 2007 included:

- 67% were men
- 21% worked in the Construction industry and 14% worked in the Agriculture, forestry and fishing industry
- 26% were Managers and 25% were Technicians and trades workers.



Of the 1.2 million owner managers of unincorporated enterprises, just over one-fifth worked on a contract basis, and of these, 78% were men.

Owner managers of incorporated enterprises



In November, 2007 there were 674,100 people who were OMIEs in their main job. About 70% of all OMIEs were males, and 61% of OMIEs were aged 35–54 years.

Approximately 70% of OMIEs actually worked 35 hours or more in their main job in the reference week, while 40% worked 49 hours or more.

Of the 674,100 owner managers of incorporated enterprises, 118,200 (18%) worked on a contract basis and of these, 83% were men.

LIST OF TABLES

page

EMPLOYED PERSONS

1	Employment type, and whether had employees, by sex, November 2004 to November 2007	11
2	Employment type, by relationship in household, age group (years) and country of birth, by sex	13
3	Employment type, by industry of main job and occupation of main job, by sex	16
4	Employment type by whether worked on a fixed-term contract or whether worked on a contract basis, by industry of main job and occupation of main job	19
5	Employment type by whether worked on a fixed-term or on a contract basis, by hours actually worked in main job, continuous duration with current employer/business and expected future duration with current employer/business, by sex	20
6	Employment type, by hours actually worked in main job, continuous duration with current employer/business and expected future duration with current employer/business, by sex	23
7	State or territory of usual residence, by hours actually worked in main job, continuous duration with current employer/business and expected future duration with current employer/business, by sex	26

EMPLOYEES (excluding OMIEs)

8	Whether entitled to paid holiday leave, whether entitled to paid sick leave, whether entitled to long service leave and whether entitled to paid maternity/paternity leave, by sex, November 2004 to November 2007	29
9	Full-time or part-time status in main job by whether had paid leave entitlements, by industry of main job and occupation of main job	30
10	Whether had paid leave entitlements by length of set employment completion date/event, whether worked on a fixed-term contract by whether expected contract to be renewed and whether considered job to be casual, by sex	31

POPULATIONS

11	State or territory of usual residence, by sex	33
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EMPLOYED PERSONS(a), Employment type and whether had employees—By sex,
November 2004 to November 2007

Employment type	November 2004		November 2006		November 2007	
	'000	%	'000	%	'000	%
MALES						
Employees (excluding OMIEs)	4 007.1	75.2	4 269.9	76.7	4 428.8	77.3
With paid leave entitlements	3 144.8	59.1	3 352.3	60.2	3 480.9	60.8
Worked on a fixed-term contract	91.7	1.7	123.6	2.2	120.1	2.1
Did not work on a fixed-term contract	3 053.1	57.3	3 228.7	58.0	3 360.8	58.7
Without paid leave entitlements	862.3	16.2	917.7	16.5	947.9	16.5
Worked on a fixed-term contract	34.9	0.7	43.1	0.8	48.4	0.8
Did not work on a fixed-term contract	827.4	15.5	874.5	15.7	899.4	15.7
Owner managers of incorporated enterprises	498.3	9.4	477.7	8.6	474.5	8.3
Whether worked on a contract basis						
Worked on a contract basis	116.6	2.2	100.0	1.8	98.6	1.7
Did not work on a contract basis	381.7	7.2	377.8	6.8	375.9	6.6
Whether had employees						
Had employees	309.2	5.8	307.8	5.5	292.9	5.1
Did not have employees	189.0	3.5	169.9	3.1	181.6	3.2
Owner managers of unincorporated enterprises	819.9	15.4	821.7	14.8	826.4	14.4
Whether worked on a contract basis						
Worked on a contract basis	249.1	4.7	227.9	4.1	203.6	3.6
Did not work on a contract basis	570.8	10.7	593.8	10.7	622.8	10.9
Whether had employees						
Had employees	196.3	3.7	192.1	3.4	196.2	3.4
Did not have employees	623.6	11.7	629.6	11.3	630.2	11.0
<i>Total</i>	5 325.3	100.0	5 569.3	100.0	5 729.7	100.0
FEMALES						
Employees (excluding OMIEs)	3 726.0	86.3	3 973.3	86.8	4 092.1	87.2
With paid leave entitlements	2 599.3	60.2	2 818.2	61.6	2 864.2	61.0
Worked on a fixed-term contract	109.8	2.5	163.5	3.6	154.7	3.3
Did not work on a fixed-term contract	2 489.5	57.7	2 654.7	58.0	2 709.5	57.7
Without paid leave entitlements	1 126.6	26.1	1 155.1	25.2	1 227.8	26.2
Worked on a fixed-term contract	48.0	1.1	48.6	1.1	43.6	0.9
Did not work on a fixed-term contract	1 078.6	25.0	1 106.5	24.2	1 184.3	25.2
Owner managers of incorporated enterprises	188.9	4.4	196.0	4.3	199.6	4.3
Whether worked on a contract basis						
Worked on a contract basis	16.8	0.4	20.0	0.4	19.6	0.4
Did not work on a contract basis	172.2	4.0	175.9	3.8	180.0	3.8
Whether had employees						
Had employees	127.5	3.0	130.9	2.9	131.8	2.8
Did not have employees	61.4	1.4	65.1	1.4	67.8	1.4
Owner managers of unincorporated enterprises	400.8	9.3	409.3	8.9	401.7	8.6
Whether worked on a contract basis						
Worked on a contract basis	67.8	1.6	62.0	1.4	57.5	1.2
Did not work on a contract basis	333.1	7.7	347.3	7.6	344.2	7.3
Whether had employees						
Had employees	98.1	2.3	111.1	2.4	100.9	2.1
Did not have employees	302.8	7.0	298.2	6.5	300.8	6.4
<i>Total</i>	4 315.7	100.0	4 578.6	100.0	4 693.4	100.0

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Employment type and whether had employees—By sex,
November 2004 to November 2007 *continued*

<i>Employment type</i>	<i>November 2004</i>		<i>November 2006</i>		<i>November 2007</i>	
	'000	%	'000	%	'000	%
PERSONS						
Employees (excluding OMIEs)	7 733.1	80.2	8 243.2	81.2	8 520.8	81.7
With paid leave entitlements	5 744.1	59.6	6 170.5	60.8	6 345.1	60.9
Worked on a fixed-term contract	201.5	2.1	287.1	2.8	274.8	2.6
Did not work on a fixed-term contract	5 542.6	57.5	5 883.4	58.0	6 070.3	58.2
Without paid leave entitlements	1 988.9	20.6	2 072.7	20.4	2 175.7	20.9
Worked on a fixed-term contract	82.9	0.9	91.8	0.9	92.0	0.9
Did not work on a fixed-term contract	1 906.1	19.8	1 981.0	19.5	2 083.7	20.0
Owner managers of incorporated enterprises	687.2	7.1	673.7	6.6	674.1	6.5
Whether worked on a contract basis						
Worked on a contract basis	133.4	1.4	120.0	1.2	118.2	1.1
Did not work on a contract basis	553.9	5.7	553.7	5.5	555.9	5.3
Whether had employees						
Had employees	436.7	4.5	438.7	4.3	424.7	4.1
Did not have employees	250.5	2.6	235.0	2.3	249.4	2.4
Owner managers of unincorporated enterprises	1 220.7	12.7	1 231.0	12.1	1 228.1	11.8
Whether worked on a contract basis						
Worked on a contract basis	316.8	3.3	289.8	2.9	261.2	2.5
Did not work on a contract basis	903.9	9.4	941.1	9.3	966.9	9.3
Whether had employees						
Had employees	294.4	3.1	303.2	3.0	297.1	2.9
Did not have employees	926.4	9.6	927.8	9.1	931.0	8.9
Total	9 641.0	100.0	10 147.9	100.0	10 423.1	100.0

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS (a), Employment type—By selected personal characteristics

EMPLOYEES

(excluding OMIEs)

	With paid leave entitlements	Without paid leave entitlements	Total	Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner managers (c) (d)	
	'000	'000		'000	'000	'000	'000	%	%	%
MALES										
Relationship in household										
Family member	2 862.4	742.4	3 604.8	419.5	701.1	4 725.4	82.5	15.7	23.7	
Husband, wife or partner	2 279.4	362.0	2 641.5	400.3	616.8	3 658.5	63.9	9.9	27.8	
With dependants	1 270.3	162.8	1 433.1	242.3	316.6	1 991.9	34.8	8.2	28.1	
Without dependants	1 009.1	199.2	1 208.4	158.0	300.2	1 666.6	29.1	12.0	27.5	
Lone parent	62.5	19.1	81.6	8.5	22.0	112.0	2.0	17.0	27.2	
With dependants	43.9	11.4	55.3	*5.2	13.3	73.8	1.3	15.5	25.1	
Without dependants	18.6	7.6	26.3	*3.2	8.7	38.2	0.7	20.0	31.2	
Dependent student	31.4	174.3	205.7	**0.2	*4.0	209.8	3.7	83.1	*2.0	
Non-dependent child	423.5	157.5	581.1	7.9	49.4	638.4	11.1	24.7	9.0	
Other family person	65.6	29.5	95.1	*2.7	8.9	106.7	1.9	27.7	10.8	
Non-family member	533.4	164.7	698.2	44.1	103.5	845.8	14.8	19.5	17.5	
Lone person	350.5	75.7	426.1	35.8	82.5	544.5	9.5	13.9	21.7	
Not living alone	182.9	89.1	272.0	8.2	21.0	301.3	5.3	29.6	9.7	
Relationship not determined	85.1	40.7	125.8	11.0	21.8	158.5	2.8	25.7	20.7	
Age group (years)										
15–19	128.0	210.9	338.9	—	6.9	345.8	6.0	61.0	2.0	
20–24	359.3	189.2	548.4	6.1	35.1	589.6	10.3	32.1	7.0	
25–34	879.6	195.5	1 075.1	56.6	134.9	1 266.6	22.1	15.4	15.1	
35–44	884.8	130.4	1 015.2	132.9	196.9	1 344.9	23.5	9.7	24.5	
45–54	782.9	96.7	879.5	149.0	213.1	1 241.6	21.7	7.8	29.2	
55–59	264.6	56.7	321.3	62.5	91.7	475.5	8.3	11.9	32.4	
60–64	135.1	36.7	171.8	40.4	81.2	293.4	5.1	12.5	41.5	
65 and over	46.7	31.9	78.6	27.1	66.5	172.2	3.0	18.5	54.4	
Country of birth										
Born in Australia	2 543.2	680.7	3 223.9	335.5	612.6	4 172.0	72.8	16.3	22.7	
Born overseas	937.7	267.2	1 204.9	139.0	213.8	1 557.7	27.2	17.2	22.7	
Born in main English-speaking countries	380.2	86.2	466.4	59.9	84.6	610.9	10.7	14.1	23.7	
Born in other than main English-speaking countries	557.5	180.9	738.5	79.1	129.3	946.8	16.5	19.1	22.0	
Total	3 480.9	947.9	4 428.8	474.5	826.4	5 729.7	100.0	16.5	22.7	

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYEES

(excluding OMIEs)

	With paid leave entitlements	Without paid leave entitlements	Total	Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner managers (c) (d)	
	'000	'000	'000	'000	'000	'000	%	%	%	
FEMALES										
Relationship in household										
Family member	2 341.7	1 035.1	3 376.8	184.9	354.1	3 915.8	83.4	26.4	13.8	
Husband, wife or partner	1 747.7	550.3	2 298.0	173.3	313.3	2 784.5	59.3	19.8	17.5	
With dependants	803.6	306.1	1 109.7	98.8	157.5	1 366.0	29.1	22.4	18.8	
Without dependants	944.0	244.3	1 188.3	74.5	155.7	1 418.5	30.2	17.2	16.2	
Lone parent	239.1	113.1	352.2	8.4	28.6	389.2	8.3	29.1	9.5	
With dependants	179.6	92.8	272.4	5.7	22.1	300.3	6.4	30.9	9.3	
Without dependants	59.5	20.3	79.8	*2.7	6.5	89.0	1.9	22.9	10.3	
Dependent student	30.9	234.5	265.4	—	*2.4	267.8	5.7	87.6	*0.9	
Non-dependent child	269.0	111.7	380.7	*2.5	7.0	390.2	8.3	28.6	2.4	
Other family person	55.0	25.5	80.5	**0.7	*2.9	84.1	1.8	30.3	*4.3	
Non-family member	436.2	148.1	584.3	10.3	36.2	630.8	13.4	23.5	7.4	
Lone person	309.4	71.8	381.1	8.4	28.9	418.4	8.9	17.1	8.9	
Not living alone	126.8	76.3	203.2	*1.9	7.4	212.4	4.5	35.9	4.4	
Relationship not determined	86.4	44.6	131.0	*4.4	11.4	146.7	3.1	30.4	10.7	
Age group (years)										
15–19	83.3	266.3	349.6	**0.1	*2.9	352.6	7.5	75.5	*0.9	
20–24	325.9	192.2	518.1	**0.7	*4.8	523.6	11.2	36.7	*1.0	
25–34	713.8	196.3	910.1	24.0	57.3	991.4	21.1	19.8	8.2	
35–44	678.0	233.8	911.7	61.9	118.4	1 092.0	23.3	21.4	16.5	
45–54	703.6	207.3	910.9	64.1	110.5	1 085.6	23.1	19.1	16.1	
55–59	233.0	70.3	303.3	27.4	47.7	378.3	8.1	18.6	19.8	
60–64	100.1	40.8	140.9	14.9	33.5	189.3	4.0	21.6	25.6	
65 and over	26.6	20.8	47.5	6.5	26.6	80.6	1.7	25.9	41.1	
Country of birth										
Born in Australia	2 129.5	937.5	3 067.0	145.6	299.2	3 511.8	74.8	26.7	12.7	
Born overseas	734.8	290.3	1 025.1	54.0	102.5	1 181.5	25.2	24.6	13.2	
Born in main English-speaking countries	319.3	111.6	430.9	25.6	43.0	499.5	10.6	22.3	13.7	
Born in other than main English-speaking countries	415.5	178.7	594.2	28.4	59.5	682.0	14.5	26.2	12.9	
Total	2 864.2	1 227.8	4 092.1	199.6	401.7	4 693.4	100.0	26.2	12.8	

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYEES

(excluding OMIEs)

	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner mana- gers (c) (d)
	'000	'000	'000	'000	'000	'000	%	%	%

PERSONS

Relationship in household									
Family member	5 204.1	1 777.6	6 981.6	604.4	1 055.2	8 641.2	82.9	20.6	19.2
Husband, wife or partner	4 027.1	912.4	4 939.5	573.5	930.0	6 443.0	61.8	14.2	23.3
With dependants	2 073.9	468.9	2 542.8	341.1	474.1	3 357.9	32.2	14.0	24.3
Without dependants	1 953.2	443.5	2 396.7	232.5	456.0	3 085.1	29.6	14.4	22.3
Lone parent	301.6	132.2	433.8	16.9	50.6	501.3	4.8	26.4	13.5
With dependants	223.5	104.2	327.7	11.0	35.4	374.1	3.6	27.9	12.4
Without dependants	78.1	28.0	106.1	5.9	15.2	127.2	1.2	22.0	16.6
Dependent student	62.3	408.8	471.1	**0.2	6.4	477.6	4.6	85.6	1.4
Non-dependent child	692.5	269.2	961.7	10.4	56.4	1 028.5	9.9	26.2	6.5
Other family person	120.6	55.0	175.6	*3.4	11.8	190.8	1.8	28.8	7.9
Non-family member	969.6	312.8	1 282.5	54.4	139.7	1 476.6	14.2	21.2	13.1
Lone person	659.9	147.4	807.3	44.3	111.3	962.9	9.2	15.3	16.2
Not living alone	309.8	165.4	475.2	10.1	28.4	513.7	4.9	32.2	7.5
Relationship not determined	171.4	85.3	256.7	15.4	33.2	305.3	2.9	27.9	15.9
Age group (years)									
15–19	211.3	477.1	688.4	**0.1	9.8	698.4	6.7	68.3	1.4
20–24	685.2	381.4	1 066.6	6.7	39.9	1 113.2	10.7	34.3	4.2
25–34	1 593.3	391.8	1 985.1	80.6	192.3	2 258.0	21.7	17.4	12.1
35–44	1 562.8	364.1	1 926.9	194.8	315.2	2 436.9	23.4	14.9	20.9
45–54	1 486.5	304.0	1 790.4	213.1	323.6	2 327.2	22.3	13.1	23.1
55–59	497.5	127.0	624.5	89.9	139.4	853.8	8.2	14.9	26.9
60–64	235.2	77.5	312.7	55.3	114.7	482.7	4.6	16.1	35.2
65 and over	73.3	52.8	126.1	33.6	93.1	252.8	2.4	20.9	50.1
Country of birth									
Born in Australia	4 672.6	1 618.3	6 290.9	481.2	911.8	7 683.8	73.7	21.1	18.1
Born overseas	1 672.5	557.4	2 229.9	193.0	316.3	2 739.3	26.3	20.4	18.6
Born in main English-speaking countries	699.5	197.8	897.3	85.5	127.6	1 110.4	10.7	17.8	19.2
Born in other than main English-speaking countries	973.0	359.6	1 332.6	107.4	188.8	1 628.9	15.6	22.1	18.2
Total	6 345.1	2 175.7	8 520.8	674.1	1 228.1	10 423.1	100.0	20.9	18.3

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(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYEES

(excluding OMIEs)

	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incor- porated enterprises	Owner managers of unin- corporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements(b)	Owner mana- gers(c)(d)
	'000	'000	'000	'000	'000	'000	%	%	%

MALES

Industry of main job

Agriculture, forestry and fishing	46.1	43.9	90.1	31.0	117.2	238.3	4.2	18.4	62.2
Mining	102.0	12.6	114.5	*1.8	**0.8	117.2	2.0	10.7	*2.3
Manufacturing	584.9	90.5	675.4	46.8	45.4	767.7	13.4	11.8	12.0
Electricity, gas, water and waste services	73.8	8.1	81.9	*2.6	*3.2	87.7	1.5	9.2	6.7
Construction	384.1	112.6	496.7	93.4	239.0	829.2	14.5	13.6	40.1
Wholesale trade	176.8	26.2	203.0	25.4	17.0	245.4	4.3	10.7	17.3
Retail trade	310.9	156.9	467.8	36.5	52.3	556.5	9.7	28.2	15.9
Accommodation and food services	99.6	144.7	244.3	19.4	29.3	293.0	5.1	49.4	16.6
Transport, postal and warehousing	249.7	78.0	327.7	29.7	60.1	417.5	7.3	18.7	21.5
Information media and telecommunications	97.6	16.9	114.5	10.7	8.2	133.5	2.3	12.7	14.2
Financial and insurance services	138.6	12.3	150.8	19.7	13.9	184.4	3.2	6.6	18.2
Rental, hiring and real estate services	49.0	14.3	63.3	18.1	15.5	97.0	1.7	14.8	34.7
Professional, scientific and technical services	248.8	35.6	284.3	65.6	69.6	419.5	7.3	8.5	32.2
Administrative and support services	58.3	38.4	96.7	15.4	35.0	147.1	2.6	26.1	34.2
Public administration and safety	290.1	27.1	317.2	*3.0	*2.8	323.1	5.6	8.4	1.8
Education and training	214.1	41.7	255.9	6.9	13.4	276.2	4.8	15.1	7.4
Health care and social assistance	153.5	39.3	192.8	17.1	22.5	232.4	4.1	16.9	17.1
Arts and recreation services	60.3	21.9	82.2	*4.8	21.2	108.2	1.9	20.3	24.0
Other services	142.6	26.9	169.5	26.4	60.0	255.9	4.5	10.5	33.8

Occupation of main job

Managers	468.9	30.8	499.7	179.4	216.6	895.7	15.6	3.4	44.2
Professionals	730.2	90.7	820.9	109.9	120.1	1 050.8	18.3	8.6	21.9
Technicians and trades workers	844.3	161.6	1 005.9	87.7	272.9	1 366.5	23.8	11.8	26.4
Community and personal service workers	156.8	95.6	252.4	*4.5	20.5	277.4	4.8	34.5	9.0
Clerical and administrative workers	291.1	47.9	339.0	17.4	16.1	372.5	6.5	12.8	9.0
Sales workers	205.2	120.0	325.2	22.1	27.6	374.9	6.5	32.0	13.3
Machinery operators and drivers	438.3	136.6	575.0	27.5	67.5	669.9	11.7	20.4	14.2
Labourers	346.1	264.7	610.8	26.1	85.1	722.0	12.6	36.7	15.4
Total	3 480.9	947.9	4 428.8	474.5	826.4	5 729.7	100.0	16.5	22.7

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(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYEES

(excluding OMIEs)

	<i>With paid leave entitle- ments</i>	<i>Without paid leave entitle- ments</i>	<i>Total</i>	<i>Owner managers of incor- porated enterprises</i>	<i>Owner managers of unin- corporated enterprises</i>	<i>Total</i>		<i>Employees (excluding OMIEs) without paid leave entitlements(b)</i>	<i>Owner mana- gers(c)(d)</i>
	'000	'000	'000	'000	'000	'000	%	%	%

FEMALES

Industry of main job

Agriculture, forestry and fishing	12.9	26.5	39.4	12.5	51.1	103.1	2.2	25.7	61.7
Mining	15.1	*2.9	18.0	**0.4	—	18.3	0.4	*15.6	**2.0
Manufacturing	170.2	71.1	241.2	18.8	17.3	277.4	5.9	25.6	13.0
Electricity, gas, water and waste services	17.0	*2.5	19.5	—	**0.6	20.1	0.4	*12.2	**3.2
Construction	48.0	16.0	64.1	27.4	24.0	115.4	2.5	13.9	44.5
Wholesale trade	75.2	23.3	98.5	14.5	8.9	121.9	2.6	19.2	19.2
Retail trade	310.7	300.2	611.0	25.2	50.8	686.9	14.6	43.7	11.1
Accommodation and food services	106.1	237.0	343.1	11.0	29.5	383.5	8.2	61.8	10.5
Transport, postal and warehousing	70.1	27.8	98.0	5.8	11.6	115.3	2.5	24.1	15.0
Information media and telecommunications	73.2	22.2	95.4	*4.3	*2.1	101.7	2.2	21.8	6.3
Financial and insurance services	170.5	19.1	189.6	6.6	*4.0	200.3	4.3	9.5	5.3
Rental, hiring and real estate services	51.4	21.3	72.7	10.7	9.3	92.7	2.0	23.0	21.5
Professional, scientific and technical services	214.8	52.1	266.9	20.7	43.0	330.6	7.0	15.8	19.3
Administrative and support services	96.5	51.1	147.6	7.0	29.7	184.3	3.9	27.7	19.9
Public administration and safety	270.1	24.0	294.1	**0.2	**0.5	294.8	6.3	8.1	**0.2
Education and training	399.8	93.2	493.0	*4.2	15.8	512.9	10.9	18.2	3.9
Health care and social assistance	629.0	153.5	782.5	13.6	45.6	841.7	17.9	18.2	7.0
Arts and recreation services	34.0	36.4	70.4	*3.1	14.2	87.7	1.9	41.5	19.7
Other services	99.4	47.6	147.1	13.8	43.9	204.8	4.4	23.3	28.2
Occupation of main job									
Managers	267.5	35.8	303.3	55.2	108.5	467.0	10.0	7.7	35.1
Professionals	847.4	136.7	984.1	34.4	74.5	1 093.0	23.3	12.5	10.0
Technicians and trades workers	140.8	53.9	194.7	*4.9	31.8	231.3	4.9	23.3	15.8
Community and personal service workers	311.9	238.0	550.0	*4.6	42.4	597.0	12.7	39.9	7.9
Clerical and administrative workers	840.0	213.1	1 053.1	78.3	77.4	1 208.8	25.8	17.6	12.9
Sales workers	245.6	335.6	581.2	16.5	30.2	627.9	13.4	53.4	7.4
Machinery operators and drivers	36.9	20.8	57.7	**1.3	6.5	65.5	1.4	31.7	12.0
Labourers	174.1	193.9	368.0	*4.2	30.6	402.8	8.6	48.1	8.6
<i>Total</i>	<i>2 864.2</i>	<i>1 227.8</i>	<i>4 092.1</i>	<i>199.6</i>	<i>401.7</i>	<i>4 693.4</i>	<i>100.0</i>	<i>26.2</i>	<i>12.8</i>

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(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYEES

(excluding OMIEs)

	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incor- porated enterprises	Owner managers of unin- corporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements(b)	Owner mana- gers(c)(d)
	'000	'000	'000	'000	'000	'000	%	%	%

PERSONS

Industry of main job

Agriculture, forestry and fishing	59.1	70.4	129.5	43.6	168.3	341.3	3.3	20.6	62.1
Mining	117.1	15.4	132.5	*2.2	**0.8	135.5	1.3	11.4	*2.2
Manufacturing	755.1	161.6	916.7	65.6	62.7	1 045.0	10.0	15.5	12.3
Electricity, gas, water and waste services	90.8	10.6	101.4	*2.6	*3.9	107.9	1.0	9.8	6.0
Construction	432.1	128.7	560.8	120.8	263.0	944.6	9.1	13.6	40.6
Wholesale trade	251.9	49.5	301.4	40.0	25.9	367.3	3.5	13.5	17.9
Retail trade	621.6	457.1	1 078.7	61.6	103.0	1 243.4	11.9	36.8	13.2
Accommodation and food services	205.7	381.7	587.4	30.4	58.8	676.5	6.5	56.4	13.2
Transport, postal and warehousing	319.8	105.9	425.7	35.5	71.7	532.8	5.1	19.9	20.1
Information media and telecommunications	170.8	39.1	209.9	15.0	10.2	235.2	2.3	16.6	10.7
Financial and insurance services	309.0	31.4	340.4	26.4	17.9	384.7	3.7	8.2	11.5
Rental, hiring and real estate services	100.5	35.6	136.1	28.8	24.8	189.6	1.8	18.8	28.2
Professional, scientific and technical services	463.6	87.7	551.3	86.3	112.5	750.1	7.2	11.7	26.5
Administrative and support services	154.9	89.5	244.3	22.3	64.7	331.3	3.2	27.0	26.3
Public administration and safety	560.2	51.1	611.3	*3.2	*3.3	617.9	5.9	8.3	1.1
Education and training	613.9	134.9	748.8	11.0	29.2	789.1	7.6	17.1	5.1
Health care and social assistance	782.5	192.8	975.3	30.7	68.1	1 074.1	10.3	18.0	9.2
Arts and recreation services	94.4	58.3	152.7	7.8	35.4	195.9	1.9	29.8	22.1
Other services	242.1	74.5	316.6	40.2	103.9	460.7	4.4	16.2	31.3
Occupation of main job									
Managers	736.4	66.6	803.0	234.6	325.1	1 362.7	13.1	4.9	41.1
Professionals	1 577.6	227.4	1 805.0	144.3	194.6	2 143.8	20.6	10.6	15.8
Technicians and trades workers	985.1	215.5	1 200.6	92.5	304.6	1 597.8	15.3	13.5	24.9
Community and personal service workers	468.7	333.6	802.3	9.1	62.9	874.4	8.4	38.2	8.2
Clerical and administrative workers	1 131.1	260.9	1 392.1	95.8	93.4	1 581.3	15.2	16.5	12.0
Sales workers	450.8	455.6	906.4	38.6	57.8	1 002.8	9.6	45.4	9.6
Machinery operators and drivers	475.2	157.4	632.6	28.8	74.0	735.4	7.1	21.4	14.0
Labourers	520.2	458.6	978.8	30.4	115.7	1 124.8	10.8	40.8	13.0
Total	6 345.1	2 175.7	8 520.8	674.1	1 228.1	10 423.1	100.0	20.9	18.3

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EMPLOYED PERSONS(a), Employment type by whether worked on a fixed-term or on a contract basis—By industry and occupation of main job

	EMPLOYEES (excluding OMIEs)		OWNER MANAGERS		Total		Employees (excluding OMIEs) who worked on a fixed- term contract (b)	Owner managers who worked on a contract basis (c) (d)
	Worked on a fixed- term contract	Did not work on a fixed- term contract	Worked on a contract basis	Did not work on a contract basis				
	'000	'000	'000	'000	'000	%	%	%
Industry of main job								
Agriculture, forestry and fishing	*1.5	128.0	12.5	199.4	341.3	3.3	*0.4	3.7
Mining	9.2	123.3	**0.9	*2.1	135.5	1.3	6.8	**0.7
Manufacturing	18.2	898.5	14.9	113.4	1 045.0	10.0	1.7	1.4
Electricity, gas, water and waste services	6.2	95.2	*3.0	*3.5	107.9	1.0	5.7	*2.8
Construction	12.2	548.6	138.4	245.4	944.6	9.1	1.3	14.7
Wholesale trade	*2.6	298.9	*5.0	60.8	367.3	3.5	*0.7	*1.4
Retail trade	11.3	1 067.4	*4.8	159.8	1 243.4	11.9	0.9	*0.4
Accommodation and food services	*4.3	583.1	*3.9	85.2	676.5	6.5	*0.6	*0.6
Transport, postal and warehousing	7.5	418.1	40.5	66.7	532.8	5.1	1.4	7.6
Information media and telecommunications	9.1	200.8	9.6	15.7	235.2	2.3	3.9	4.1
Financial and insurance services	8.8	331.6	6.5	37.7	384.7	3.7	2.3	1.7
Rental, hiring and real estate services	*2.6	133.4	6.4	47.2	189.6	1.8	*1.4	3.4
Professional, scientific and technical services	22.5	528.8	61.6	137.2	750.1	7.2	3.0	8.2
Administrative and support services	12.9	231.5	20.9	66.1	331.3	3.2	3.9	6.3
Public administration and safety	46.6	564.7	*1.8	*4.7	617.9	5.9	7.5	*0.3
Education and training	121.3	627.5	7.8	32.5	789.1	7.6	15.4	1.0
Health care and social assistance	51.3	924.0	15.3	83.5	1 074.1	10.3	4.8	1.4
Arts and recreation services	10.3	142.3	11.4	31.9	195.9	1.9	5.3	5.8
Other services	8.4	308.1	14.0	130.1	460.7	4.4	1.8	3.0
Occupation of main job								
Managers	37.8	765.2	43.7	516.0	1 362.7	13.1	2.8	3.2
Professionals	171.3	1 633.7	82.1	256.7	2 143.8	20.6	8.0	3.8
Technicians and trades workers	35.5	1 165.1	112.0	285.2	1 597.8	15.3	2.2	7.0
Community and personal service workers	35.9	766.4	11.4	60.6	874.4	8.4	4.1	1.3
Clerical and administrative workers	52.4	1 339.7	31.4	157.8	1 581.3	15.2	3.3	2.0
Sales workers	11.0	895.4	14.9	81.5	1 002.8	9.6	1.1	1.5
Machinery operators and drivers	7.5	625.1	35.4	67.4	735.4	7.1	1.0	4.8
Labourers	15.4	963.4	48.3	97.7	1 124.8	10.8	1.4	4.3
Total	366.8	8 154.0	379.4	1 522.9	10 423.1	100.0	3.5	3.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

5

EMPLOYED PERSONS(a), Employment type by whether worked on a fixed-term contract or a contract basis—By selected employment characteristics—By sex

	EMPLOYEES (excluding OMIEs)		OWNER MANAGERS		Total		Employees (excluding OMIEs) who worked on a fixed- term contract(b)	Owner managers who worked on a contract basis(c)(d)
	Worked on a fixed- term contract	Did not work on a fixed- term contract	Worked on a contract basis	Did not work on a contract basis				
	'000	'000	'000	'000	'000	%	%	%
MALES								
Hours actually worked in main job								
Less than 1 hour/no hours	7.1	220.9	12.8	31.5	272.3	4.8	2.6	4.7
1–14	7.8	254.8	15.4	52.7	330.7	5.8	2.4	4.6
15–19	*4.3	139.0	9.9	24.4	177.6	3.1	*2.4	5.6
20–24	9.7	220.0	16.6	45.6	292.0	5.1	3.3	5.7
25–29	6.5	110.7	9.6	33.5	160.4	2.8	4.1	6.0
30–34	17.8	371.8	28.0	73.3	490.9	8.6	3.6	5.7
35	7.4	90.7	12.7	35.5	146.3	2.6	5.0	8.7
36–39	26.8	621.7	12.5	33.5	694.6	12.1	3.9	1.8
40	26.3	721.8	54.0	128.4	930.4	16.2	2.8	5.8
41–44	10.1	255.0	6.1	21.4	292.5	5.1	3.4	2.1
45–48	15.8	452.3	24.5	82.1	574.7	10.0	2.7	4.3
49 or more	29.0	801.4	100.0	437.0	1 367.4	23.9	2.1	7.3
Continuous duration with current employer/business								
Less than one year	63.4	1 057.4	38.5	85.2	1 244.5	21.7	5.1	3.1
Under 3 months	20.4	305.4	9.5	16.6	352.0	6.1	5.8	2.7
3 and under 6 months	17.1	293.3	11.7	25.0	347.1	6.1	4.9	3.4
6 and under 12 months	25.9	458.7	17.3	43.5	545.4	9.5	4.7	3.2
1–2 years	49.1	982.1	58.4	116.6	1 206.2	21.1	4.1	4.8
3–5 years	26.3	813.1	56.0	183.6	1 079.0	18.8	2.4	5.2
6–9 years	13.4	476.4	40.7	122.7	653.1	11.4	2.0	6.2
10–19 years	9.1	579.2	53.5	239.1	880.9	15.4	1.0	6.1
20 years and over	7.3	352.0	55.2	251.4	665.9	11.6	1.1	8.3
Expected future duration with current employer/business								
Expected to be with current employer/business in 12 months	125.0	3 824.6	283.2	962.6	5 195.4	90.7	2.4	5.5
Did not expect to be with current employer/business in 12 months	43.6	435.6	19.0	36.1	534.3	9.3	8.2	3.6
Total	168.5	4 260.2	302.2	998.7	5 729.7	100.0	2.9	5.3

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

5

EMPLOYED PERSONS(a), Employment type by whether worked on a fixed-term contract or a contract basis—By selected employment characteristics—By sex *continued*

	EMPLOYEES (excluding OMIEs)		OWNER MANAGERS		Total		Employees (excluding OMIEs) who worked on a fixed- term contract(b)	Owner managers who worked on a contract basis(c)(d)
	Worked on a fixed- term contract	Did not work on a fixed- term contract	Worked on a contract basis	Did not work on a contract basis	'000	%	%	%
	'000	'000	'000	'000	'000	%	%	%
FEMALES								
Hours actually worked in main job								
Less than 1 hour/no hours	8.7	243.4	*3.9	28.5	284.4	6.1	3.1	*1.4
1–14	18.7	545.7	19.2	116.7	700.3	14.9	2.7	2.7
15–19	15.4	318.0	6.1	41.8	381.3	8.1	4.0	1.6
20–24	22.1	427.0	12.2	43.2	504.4	10.7	4.4	2.4
25–29	16.5	232.4	*4.2	29.1	282.3	6.0	5.9	*1.5
30–34	25.2	458.3	7.8	41.2	532.4	11.3	4.7	1.5
35	8.1	108.4	*3.5	25.0	145.0	3.1	5.6	*2.4
36–39	25.0	575.6	*2.3	17.0	620.0	13.2	4.0	*0.4
40	22.8	440.2	5.9	50.1	519.1	11.1	4.4	1.1
41–44	7.9	135.5	**1.0	10.0	154.5	3.3	5.1	**0.7
45–48	11.6	182.4	*2.7	21.7	218.4	4.7	5.3	*1.2
49 or more	16.3	226.9	8.3	99.8	351.3	7.5	4.6	2.4
Continuous duration with current employer/business								
Less than one year	87.7	1 007.0	13.0	58.2	1 165.9	24.8	7.5	1.1
Under 3 months	20.6	303.7	*3.5	12.2	340.0	7.2	6.0	*1.0
3 and under 6 months	27.4	265.7	*5.6	15.0	313.6	6.7	8.7	*1.8
6 and under 12 months	39.7	437.6	*3.9	31.0	512.3	10.9	7.8	*0.8
1–2 years	43.4	930.5	15.7	82.7	1 072.3	22.8	4.1	1.5
3–5 years	32.7	767.9	16.0	109.5	926.1	19.7	3.5	1.7
6–9 years	17.1	454.5	10.4	70.6	552.5	11.8	3.1	1.9
10–19 years	11.3	514.9	16.3	110.5	653.0	13.9	1.7	2.5
20 years and over	6.1	219.0	5.7	92.7	323.5	6.9	1.9	1.8
Expected future duration with current employer/business								
Expected to be with current employer/business in 12 months	148.5	3 464.8	71.8	504.7	4 189.7	89.3	3.5	1.7
Did not expect to be with current employer/business in 12 months	49.8	429.0	*5.3	19.5	503.6	10.7	9.9	*1.0
Total	198.3	3 893.8	77.1	524.2	4 693.4	100.0	4.2	1.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYED PERSONS(a), Employment type by whether worked on a fixed-term contract or a contract basis—By selected employment characteristics—By sex *continued*

	EMPLOYEES (excluding OMIEs)		OWNER MANAGERS		Total		Employees (excluding OMIEs) who worked on a fixed- term contract(b)	Owner managers who worked on a contract basis(c)(d)
	Worked on a fixed- term contract	Did not work on a fixed- term contract	Worked on a contract basis	Did not work on a contract basis				
	'000	'000	'000	'000	'000	%	%	%
PERSONS								
Hours actually worked in main job								
Less than 1 hour/no hours	15.8	464.3	16.7	60.0	556.8	5.3	2.8	3.0
1–14	26.5	800.5	34.6	169.5	1 031.0	9.9	2.6	3.4
15–19	19.6	457.0	16.1	66.2	558.9	5.4	3.5	2.9
20–24	31.9	646.9	28.9	88.8	796.4	7.6	4.0	3.6
25–29	23.1	343.2	13.8	62.6	442.7	4.2	5.2	3.1
30–34	43.0	830.1	35.9	114.4	1 023.3	9.8	4.2	3.5
35	15.4	199.1	16.2	60.5	291.2	2.8	5.3	5.6
36–39	51.9	1 197.3	14.8	50.5	1 314.5	12.6	3.9	1.1
40	49.1	1 162.0	59.9	178.5	1 449.5	13.9	3.4	4.1
41–44	18.0	390.5	7.1	31.3	447.0	4.3	4.0	1.6
45–48	27.3	634.7	27.2	103.8	793.0	7.6	3.4	3.4
49 or more	45.3	1 028.3	108.3	536.8	1 718.7	16.5	2.6	6.3
Continuous duration with current employer/business								
Less than one year	151.1	2 064.4	51.5	143.4	2 410.4	23.1	6.3	2.1
Under 3 months	41.0	609.1	13.1	28.9	692.0	6.6	5.9	1.9
3 and under 6 months	44.5	559.0	17.3	40.0	660.7	6.3	6.7	2.6
6 and under 12 months	65.6	896.4	21.2	74.5	1 057.7	10.1	6.2	2.0
1–2 years	92.5	1 912.6	74.1	199.3	2 278.5	21.9	4.1	3.3
3–5 years	59.0	1 581.0	72.0	293.1	2 005.2	19.2	2.9	3.6
6–9 years	30.4	930.9	51.0	193.3	1 205.6	11.6	2.5	4.2
10–19 years	20.3	1 094.1	69.8	349.7	1 533.9	14.7	1.3	4.6
20 years and over	13.4	571.0	60.9	344.1	989.4	9.5	1.4	6.2
Expected future duration with current employer/business								
Expected to be with current employer/business in 12 months	273.4	7 289.4	355.1	1 467.2	9 385.2	90.0	2.9	3.8
Did not expect to be with current employer/business in 12 months	93.4	864.6	24.3	55.7	1 037.9	10.0	9.0	2.3
Total	366.8	8 154.0	379.4	1 522.9	10 423.1	100.0	3.5	3.6

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYED PERSONS(a), Employment type—By hours actually worked and continuous and expected future duration in main job—By sex

	EMPLOYEES (excluding OMIEs)									
	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incorp- orated enterprises	Owner managers of unin- corporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner mana- gers(c)(d)	
	'000	'000	'000	'000	'000	'000	%	%	%	
MALES										
Hours actually worked in main job										
Less than 1 hour/no hours	174.4	53.6	228.1	11.7	32.5	272.3	4.8	19.7	16.3	
1-14	52.5	210.1	262.6	14.0	54.1	330.7	5.8	63.5	20.6	
15-19	55.3	87.9	143.3	6.0	28.4	177.6	3.1	49.5	19.3	
20-24	140.4	89.3	229.7	18.2	44.1	292.0	5.1	30.6	21.3	
25-29	69.3	48.0	117.3	12.0	31.0	160.4	2.8	29.9	26.9	
30-34	307.2	82.3	389.6	32.6	68.7	490.9	8.6	16.8	20.6	
35	72.9	25.1	98.1	18.3	29.9	146.3	2.6	17.2	33.0	
36-39	577.5	71.0	648.5	14.9	31.2	694.6	12.1	10.2	6.6	
40	640.9	107.2	748.1	64.1	118.3	930.4	16.2	11.5	19.6	
41-44	235.0	30.0	265.1	7.6	19.8	292.5	5.1	10.3	9.4	
45-48	423.0	45.1	468.0	39.9	66.7	574.7	10.0	7.8	18.6	
49 or more	732.3	98.1	830.4	235.2	301.7	1 367.4	23.9	7.2	39.3	
Continuous duration with current employer/business										
Less than one year	663.8	457.0	1 120.9	30.6	93.0	1 244.5	21.7	36.7	9.9	
Under 3 months	146.7	179.1	325.8	*3.8	22.4	352.0	6.1	50.9	7.4	
3 and under 6 months	181.5	128.9	310.4	6.8	29.9	347.1	6.1	37.1	10.6	
6 and under 12 months	335.7	149.0	484.6	20.1	40.7	545.4	9.5	27.3	11.1	
1-2 years	754.6	276.5	1 031.2	57.6	117.4	1 206.2	21.1	22.9	14.5	
3-5 years	710.3	129.2	839.4	90.8	148.8	1 079.0	18.8	12.0	22.2	
6-9 years	452.3	37.5	489.8	61.3	102.1	653.1	11.4	5.7	25.0	
10-19 years	557.0	31.2	588.2	120.0	172.7	880.9	15.4	3.5	33.2	
20 years and over	342.9	16.4	359.3	114.2	192.5	665.9	11.6	2.5	46.0	
Expected future duration with current employer/business										
Expected to be with current employer/business in 12 months	3 218.8	730.9	3 949.6	461.6	784.1	5 195.4	90.7	14.1	24.0	
Did not expect to be with current employer/business in 12 months	262.1	217.0	479.1	12.9	42.3	534.3	9.3	40.6	10.3	
Total	3 480.9	947.9	4 428.8	474.5	826.4	5 729.7	100.0	16.5	22.7	

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYED PERSONS(a), Employment type—By hours actually worked and continuous and expected future duration in main job—By sex *continued*

	EMPLOYEES (excluding OMIEs)									
	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incorp- orated enterprises	Owner managers of unin- corporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner mana- gers(c)(d)	
	'000	'000	'000	'000	'000	'000	%	%	%	
FEMALES										
Hours actually worked in main job										
Less than 1 hour	169.5	82.6	252.1	10.7	21.7	284.4	6.1	29.0	11.4	
1-14	135.1	429.3	564.4	41.4	94.5	700.3	14.9	61.3	19.4	
15-19	162.3	171.0	333.3	15.5	32.5	381.3	8.1	44.8	12.6	
20-24	270.8	178.3	449.1	15.9	39.5	504.4	10.7	35.3	11.0	
25-29	165.4	83.6	249.0	10.8	22.5	282.3	6.0	29.6	11.8	
30-34	381.3	102.2	483.5	16.9	32.1	532.4	11.3	19.2	9.2	
35	92.4	24.1	116.5	10.2	18.3	145.0	3.1	16.6	19.6	
36-39	546.3	54.3	600.7	7.4	11.9	620.0	13.2	8.8	3.1	
40	416.2	46.8	463.0	23.5	32.6	519.1	11.1	9.0	10.8	
41-44	130.1	13.4	143.4	*3.2	7.8	154.5	3.3	8.7	7.1	
45-48	171.8	22.2	194.0	7.9	16.5	218.4	4.7	10.2	11.2	
49 or more	223.2	20.0	243.2	36.3	71.8	351.3	7.5	5.7	30.8	
Continuous duration with current employer/business										
Less than one year	552.5	542.1	1 094.7	16.3	54.9	1 165.9	24.8	46.5	6.1	
Under 3 months	131.3	193.0	324.2	*4.3	11.5	340.0	7.2	56.8	4.6	
3 and under 6 months	147.7	145.4	293.0	*5.3	15.3	313.6	6.7	46.4	6.6	
6 and under 12 months	273.6	203.8	477.4	6.7	28.2	512.3	10.9	39.8	6.8	
1-2 years	630.2	343.7	973.9	27.7	70.7	1 072.3	22.8	32.1	9.2	
3-5 years	608.1	192.6	800.6	43.1	82.4	926.1	19.7	20.8	13.6	
6-9 years	402.7	68.9	471.6	27.4	53.6	552.5	11.8	12.5	14.6	
10-19 years	465.9	60.3	526.2	50.6	76.3	653.0	13.9	9.2	19.4	
20 years and over	204.8	20.3	225.1	34.5	63.9	323.5	6.9	6.3	30.4	
Expected future duration with current employer/business										
Expected to be with current employer/business in 12 months	2 624.7	988.5	3 613.2	193.1	383.4	4 189.7	89.3	23.6	13.8	
Did not expect to be with current employer/business in 12 months	239.5	239.3	478.8	6.5	18.3	503.6	10.7	47.5	4.9	
Total	2 864.2	1 227.8	4 092.1	199.6	401.7	4 693.4	100.0	26.2	12.8	

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Excludes people who were contributing family workers in their main job.
 (b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

EMPLOYED PERSONS(a), Employment type—By hours actually worked and continuous and expected future duration in main job—By sex *continued*

	EMPLOYEES (excluding OMIEs)									
	With paid leave entitle- ments	Without paid leave entitle- ments	Total	Owner managers of incorp- orated enterprises	Owner managers of unin- corporated enterprises	Total		Employees (excluding OMIEs) without paid leave entitlements (b)	Owner mana- gers(c)(d)	
	'000	'000	'000	'000	'000	'000	%	%	%	
PERSONS										
Hours actually worked in main job										
Less than 1 hour	343.9	136.2	480.1	22.4	54.2	556.8	5.3	24.5	13.8	
1–14	187.5	639.5	827.0	55.4	148.6	1 031.0	9.9	62.0	19.8	
15–19	217.7	258.9	476.6	21.5	60.8	558.9	5.4	46.3	14.7	
20–24	411.2	267.6	678.8	34.1	83.6	796.4	7.6	33.6	14.8	
25–29	234.7	131.6	366.3	22.8	53.6	442.7	4.2	29.7	17.3	
30–34	688.5	184.5	873.0	49.5	100.8	1 023.3	9.8	18.0	14.7	
35	165.4	49.2	214.6	28.5	48.2	291.2	2.8	16.9	26.3	
36–39	1 123.9	125.3	1 249.2	22.3	43.1	1 314.5	12.6	9.5	5.0	
40	1 057.1	154.0	1 211.1	87.6	150.8	1 449.5	13.9	10.6	16.4	
41–44	365.1	43.4	408.5	10.8	27.6	447.0	4.3	9.7	8.6	
45–48	594.7	67.3	662.0	47.8	83.2	793.0	7.6	8.5	16.5	
49 or more	955.5	118.1	1 073.6	271.5	373.6	1 718.7	16.5	6.9	37.5	
Continuous duration with current employer/business										
Less than one year	1 216.4	999.1	2 215.5	46.9	148.0	2 410.4	23.1	41.5	8.1	
Under 3 months	278.0	372.1	650.1	8.1	33.8	692.0	6.6	53.8	6.1	
3 and under 6 months	329.2	274.3	603.4	12.0	45.2	660.7	6.3	41.5	8.7	
6 and under 12 months	609.3	352.7	962.0	26.8	68.9	1 057.7	10.1	33.4	9.0	
1–2 years	1 384.9	620.2	2 005.1	85.4	188.0	2 278.5	21.9	27.2	12.0	
3–5 years	1 318.3	321.7	1 640.1	133.9	231.2	2 005.2	19.2	16.0	18.2	
6–9 years	854.9	106.4	961.3	88.7	155.6	1 205.6	11.6	8.8	20.3	
10–19 years	1 022.9	91.5	1 114.4	170.6	248.9	1 533.9	14.7	6.0	27.3	
20 years and over	547.7	36.7	584.4	148.7	256.4	989.4	9.5	3.7	40.9	
Expected future duration with current employer/business										
Expected to be with current employer/business in 12 months	5 843.5	1 719.4	7 562.9	654.8	1 167.5	9 385.2	90.0	18.3	19.4	
Did not expect to be with current employer/business in 12 months	501.6	456.3	957.9	19.4	60.6	1 037.9	10.0	44.0	7.7	
Total	6 345.1	2 175.7	8 520.8	674.1	1 228.1	10 423.1	100.0	20.9	18.3	

(a) Excludes people who were contributing family workers in their main job.

(b) Employees (excluding OMIEs) without paid leave entitlements, as a proportion of all employed people in each population group.

(c) Owner managers as a proportion of all employed people in each population group.

(d) Comprises 'Owner managers of incorporated enterprises' and 'Owner managers of unincorporated enterprises'.

7

EMPLOYED PERSONS(a), State or territory of usual residence—By hours actually worked and continuous and expected future duration in main job—By sex

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Hours actually worked in main job									
Less than 1 hour/no hours(c)	84.7	74.3	53.4	16.5	28.5	5.7	*4.1	*5.2	272.3
1–14	94.1	95.7	64.7	26.7	33.7	8.5	*1.6	5.8	330.7
15–19	46.2	61.6	36.3	13.0	13.3	*3.1	**1.0	*3.0	177.6
20–24	79.2	112.7	43.3	16.3	25.4	7.9	**0.8	6.2	292.0
25–29	44.8	55.1	26.3	12.1	12.8	*3.8	**1.1	*4.3	160.4
30–34	131.2	191.6	75.1	27.0	34.5	16.7	*2.9	11.9	490.9
35	65.6	28.0	21.8	12.5	12.4	*1.8	**1.0	*3.2	146.3
36–39	231.1	147.2	137.2	65.6	74.1	18.8	5.7	14.7	694.6
40	343.4	199.6	185.9	60.0	104.4	17.3	7.0	12.6	930.4
41–44	88.9	65.5	63.2	24.9	36.6	6.1	*3.1	*4.3	292.5
45–48	196.5	112.2	135.3	40.4	65.6	11.0	*4.7	8.9	574.7
49 or more	438.9	285.5	322.0	98.9	166.9	24.8	11.8	18.5	1 367.4
Continuous duration with current employer/business									
Less than one year	368.5	285.6	304.1	77.2	149.4	24.8	11.3	23.8	1 244.5
Under 3 months	100.4	82.3	88.3	22.3	44.5	7.2	*2.4	*4.7	352.0
3 and under 6 months	104.3	78.3	84.0	21.1	40.2	7.1	*4.0	8.1	347.1
6 and under 12 months	163.9	125.0	131.7	33.8	64.6	10.5	*4.9	11.0	545.4
1–2 years	382.9	296.6	246.7	90.1	133.7	24.6	9.1	22.4	1 206.2
3–5 years	360.5	267.1	221.5	74.6	107.5	24.9	8.1	14.9	1 079.0
6–9 years	218.8	183.0	114.0	49.6	58.0	12.1	*4.2	13.4	653.1
10–19 years	296.3	226.4	163.1	63.8	89.9	19.9	7.1	14.2	880.9
20 years and over	217.7	170.3	115.1	58.7	69.8	19.3	*5.1	9.9	665.9
Expected future duration with current employer/business									
Expected to be with current employer/business in 12 months	1 695.0	1 288.4	1 045.9	377.9	550.7	114.3	38.5	84.7	5 195.4
Did not expect to be with current employer/business in 12 months	149.7	140.6	118.6	36.1	57.6	11.3	6.5	13.8	534.3
Total	1 844.7	1 429.0	1 164.5	414.0	608.3	125.6	44.9	98.5	5 729.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.

(c) Includes people who did not work in their main job during the reference week. For more information see paragraph 16 of the Explanatory Notes.

7

EMPLOYED PERSONS(a), State or territory of usual residence—By hours actually worked and continuous and expected future duration in main job—By sex *continued*

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
FEMALES									
Hours actually worked in main job									
Less than 1 hour/no hours(c)	91.0	73.8	58.9	20.2	26.2	*5.6	*2.1	6.6	284.4
1–14	203.3	199.7	143.3	48.3	72.5	18.2	*3.5	11.5	700.3
15–19	116.3	107.6	73.3	29.4	38.4	7.9	*1.9	6.5	381.3
20–24	149.4	153.7	85.5	38.4	53.5	13.6	*2.4	7.9	504.4
25–29	82.9	75.5	53.7	24.7	31.0	8.0	**1.3	*5.3	282.3
30–34	144.2	152.8	116.2	39.4	49.9	12.6	*3.1	14.2	532.4
35	63.2	27.2	25.1	12.0	11.8	*2.7	**0.9	*2.0	145.0
36–39	208.9	122.3	143.8	51.9	58.5	13.7	8.6	12.3	620.0
40	199.9	102.4	108.2	28.9	58.2	7.2	5.7	8.6	519.1
41–44	55.7	33.3	27.8	12.9	16.9	*2.6	*2.0	*3.2	154.5
45–48	74.7	49.4	45.1	15.3	22.2	*4.8	*2.9	*3.8	218.4
49 or more	117.1	71.1	85.5	25.2	36.2	6.6	*3.7	5.9	351.3
Continuous duration with current employer/business									
Less than one year	349.3	279.2	267.5	76.6	137.6	21.5	12.0	22.3	1 165.9
Under 3 months	101.1	82.6	79.1	20.9	41.7	5.8	*3.4	*5.5	340.0
3 and under 6 months	89.6	69.0	81.1	20.8	37.5	6.0	*4.0	*5.6	313.6
6 and under 12 months	158.7	127.6	107.3	34.8	58.5	9.7	*4.6	11.2	512.3
1–2 years	323.4	275.8	241.8	75.1	105.6	19.1	9.5	22.2	1 072.3
3–5 years	314.2	224.6	185.8	68.6	88.2	22.7	6.1	16.0	926.1
6–9 years	192.6	141.3	97.2	44.2	50.7	12.4	*4.5	9.7	552.5
10–19 years	218.9	165.9	120.9	52.9	59.0	19.5	*4.4	11.6	653.0
20 years and over	108.3	81.8	53.3	29.5	34.2	8.3	*1.9	6.1	323.5
Expected future duration with current employer/business									
Expected to be with current employer/business in 12 months	1 363.4	1 034.1	856.0	312.0	424.8	92.2	31.4	75.8	4 189.7
Did not expect to be with current employer/business in 12 months	143.3	134.5	110.5	34.7	50.4	11.3	6.9	12.1	503.6
Total	1 506.7	1 168.6	966.4	346.8	475.2	103.5	38.3	87.9	4 693.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.

(c) Includes people who did not work in their main job during the reference week. For more information see paragraph 16 of the Explanatory Notes.

7

EMPLOYED PERSONS(a), State or territory of usual residence—By hours actually worked and continuous and expected future duration in main job—By sex *continued*

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PERSONS									
Hours actually worked in main job									
Less than 1 hour/no hours(c)	175.8	148.1	112.3	36.7	54.7	11.3	6.2	11.7	556.8
1–14	297.4	295.4	207.9	75.0	106.2	26.7	*5.1	17.3	1 031.0
15–19	162.5	169.1	109.6	42.4	51.7	11.0	*3.0	9.6	558.9
20–24	228.6	266.4	128.8	54.8	78.9	21.5	*3.3	14.1	796.4
25–29	127.7	130.6	80.0	36.8	43.7	11.8	*2.4	9.6	442.7
30–34	275.4	344.4	191.3	66.4	84.4	29.2	6.1	26.1	1 023.3
35	128.8	55.2	46.9	24.5	24.3	*4.5	*1.9	*5.2	291.2
36–39	440.0	269.6	281.0	117.5	132.6	32.5	14.3	27.0	1 314.5
40	543.2	302.0	294.1	89.0	162.6	24.6	12.7	21.2	1 449.5
41–44	144.6	98.7	91.0	37.8	53.5	8.7	*5.1	7.5	447.0
45–48	271.3	161.6	180.4	55.7	87.8	15.8	7.6	12.8	793.0
49 or more	555.9	356.6	407.5	124.2	203.1	31.4	15.6	24.4	1 718.7
Continuous duration with current employer/business									
Less than one year	717.8	564.8	571.6	153.7	287.0	46.2	23.3	46.0	2 410.4
Under 3 months	201.4	164.9	167.4	43.2	86.2	13.0	5.8	10.2	692.0
3 and under 6 months	193.9	147.3	165.2	42.0	77.7	13.1	8.0	13.7	660.7
6 and under 12 months	322.6	252.6	239.0	68.6	123.1	20.2	9.6	22.2	1 057.7
1–2 years	706.3	572.4	488.5	165.2	239.2	43.7	18.6	44.7	2 278.5
3–5 years	674.6	491.7	407.3	143.2	195.7	47.5	14.1	30.9	2 005.2
6–9 years	411.4	324.3	211.2	93.7	108.7	24.5	8.7	23.1	1 205.6
10–19 years	515.1	392.3	284.0	116.8	149.0	39.5	11.5	25.8	1 533.9
20 years and over	326.0	252.1	168.4	88.2	104.0	27.6	7.0	16.0	989.4
Expected future duration with current employer/business									
Expected to be with current employer/business in 12 months	3 058.5	2 322.5	1 901.9	690.0	975.5	206.5	69.9	160.5	9 385.2
Did not expect to be with current employer/business in 12 months	292.9	275.1	229.1	70.8	108.0	22.6	13.3	26.0	1 037.9
Total	3 351.4	2 597.6	2 131.0	760.8	1 083.5	229.1	83.2	186.4	10 423.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.

(c) Includes people who did not work in their main job during the reference week. For more information see paragraph 16 of the Explanatory Notes.

EMPLOYEES (EXCLUDING OMIES), Whether had leave entitlements in main job—By sex,
November 2004 to November 2007

	November 2004		November 2006		November 2007	
	'000	%	'000	%	'000	%
MALES						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	3 106.0	77.5	3 318.0	77.7	3 442.6	77.7
Not entitled to paid holiday leave	850.8	21.2	908.0	21.3	933.2	21.1
Did not know	50.3	1.3	43.9	1.0	52.9	1.2
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 114.5	77.7	3 311.5	77.6	3 440.9	77.7
Not entitled to paid sick leave	836.4	20.9	900.1	21.1	921.7	20.8
Did not know	56.2	1.4	58.4	1.4	66.2	1.5
Whether entitled to long service leave						
Entitled to long service leave	2 833.7	70.7	3 014.8	70.6	3 077.1	69.5
Not entitled to long service leave	875.4	21.8	948.5	22.2	976.7	22.1
Did not know	298.1	7.4	306.6	7.2	375.0	8.5
Whether entitled to paid paternity/maternity leave						
Entitled to paid maternity/paternity leave	1 441.2	36.0	1 659.3	38.9	1 727.9	39.0
Not entitled to paid maternity/paternity leave	1 439.1	35.9	1 501.9	35.2	1 512.2	34.1
Did not know	1 126.8	28.1	1 108.7	26.0	1 188.7	26.8
Total	4 007.1	100.0	4 269.9	100.0	4 428.8	100.0
FEMALES						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	2 565.2	68.8	2 778.3	69.9	2 819.2	68.9
Not entitled to paid holiday leave	1 129.2	30.3	1 157.6	29.1	1 231.0	30.1
Did not know	31.6	0.8	37.4	0.9	41.9	1.0
Whether entitled to paid sick leave						
Entitled to paid sick leave	2 574.2	69.1	2 789.0	70.2	2 837.0	69.3
Not entitled to paid sick leave	1 116.5	30.0	1 137.0	28.6	1 207.8	29.5
Did not know	35.2	0.9	47.3	1.2	47.2	1.2
Whether entitled to long service leave						
Entitled to long service leave	2 352.7	63.1	2 569.9	64.7	2 561.8	62.6
Not entitled to long service leave	1 122.4	30.1	1 149.4	28.9	1 228.8	30.0
Did not know	250.8	6.7	254.0	6.4	301.5	7.4
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	1 669.4	44.8	1 863.2	46.9	1 856.4	45.4
Not entitled to paid maternity/paternity leave	1 488.7	40.0	1 531.8	38.6	1 607.9	39.3
Did not know	567.8	15.2	578.3	14.6	627.8	15.3
Total	3 726.0	100.0	3 973.3	100.0	4 092.1	100.0
PERSONS						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	5 671.2	73.3	6 096.3	74.0	6 261.9	73.5
Not entitled to paid holiday leave	1 979.9	25.6	2 065.6	25.1	2 164.2	25.4
Did not know	81.9	1.1	81.3	1.0	94.8	1.1
Whether entitled to paid sick leave						
Entitled to paid sick leave	5 688.8	73.6	6 100.5	74.0	6 277.9	73.7
Not entitled to paid sick leave	1 952.9	25.3	2 037.1	24.7	2 129.5	25.0
Did not know	91.4	1.2	105.7	1.3	113.5	1.3
Whether entitled to long service leave						
Entitled to long service leave	5 186.4	67.1	5 584.6	67.7	5 638.8	66.2
Not entitled to long service leave	1 997.8	25.8	2 097.9	25.5	2 205.4	25.9
Did not know	548.9	7.1	560.7	6.8	676.5	7.9
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	3 110.6	40.2	3 522.6	42.7	3 584.3	42.1
Not entitled to paid maternity/paternity leave	2 927.9	37.9	3 033.8	36.8	3 120.1	36.6
Did not know	1 694.6	21.9	1 686.9	20.5	1 816.4	21.3
Total	7 733.1	100.0	8 243.2	100.0	8 520.8	100.0

EMPLOYEES (EXCLUDING OMIES), Full-time or part-time status in main job by whether had paid leave entitlements—By industry and occupation of main job

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	%	<i>Without paid leave entitlements</i>	%
	'000	'000	'000	'000	'000		'000	
Industry of main job								
Agriculture, forestry and fishing	53.6	41.5	*5.5	28.9	59.1	45.6	70.4	54.4
Mining	115.4	13.9	*1.7	*1.5	117.1	88.4	15.4	11.6
Manufacturing	716.2	90.1	38.9	71.5	755.1	82.4	161.6	17.6
Electricity, gas, water and waste services	87.2	7.2	*3.6	*3.4	90.8	89.6	10.6	10.4
Construction	414.4	95.9	17.7	32.8	432.1	77.1	128.7	22.9
Wholesale trade	233.5	26.0	18.4	23.5	251.9	83.6	49.5	16.4
Retail trade	480.4	70.7	141.3	386.4	621.6	57.6	457.1	42.4
Accommodation and food services	157.0	68.3	48.7	313.5	205.7	35.0	381.7	65.0
Transport, postal and warehousing	289.9	56.6	29.9	49.3	319.8	75.1	105.9	24.9
Information media and telecommunications	154.4	17.1	16.4	21.9	170.8	81.4	39.1	18.6
Financial and insurance services	265.3	13.0	43.7	18.4	309.0	90.8	31.4	9.2
Rental, hiring and real estate services	90.1	9.6	10.4	26.0	100.5	73.8	35.6	26.2
Professional, scientific and technical services	419.2	36.8	44.4	50.9	463.6	84.1	87.7	15.9
Administrative and support services	118.2	32.1	36.7	57.4	154.9	63.4	89.5	36.6
Public administration and safety	498.0	18.6	62.2	32.6	560.2	91.6	51.1	8.4
Education and training	451.8	26.5	162.2	108.4	613.9	82.0	134.9	18.0
Health care and social assistance	480.3	44.5	302.2	148.3	782.5	80.2	192.8	19.8
Arts and recreation services	76.8	11.2	17.6	47.1	94.4	61.8	58.3	38.2
Other services	206.2	21.2	35.9	53.2	242.1	76.5	74.5	23.5
Occupation of main job								
Managers	691.5	35.4	44.9	31.2	736.4	91.7	66.6	8.3
Professionals	1 304.4	87.3	273.2	140.1	1 577.6	87.4	227.4	12.6
Technicians and trades workers	924.9	130.7	60.2	84.8	985.1	82.1	215.5	17.9
Community and personal service workers	314.0	71.8	154.8	261.8	468.7	58.4	333.6	41.6
Clerical and administrative workers	882.5	73.0	248.6	187.9	1 131.1	81.3	260.9	18.7
Sales workers	331.4	53.0	119.4	402.6	450.8	49.7	455.6	50.3
Machinery operators and drivers	453.8	99.0	21.4	58.4	475.2	75.1	157.4	24.9
Labourers	405.4	150.5	114.8	308.1	520.2	53.1	458.6	46.9
Total	5 307.8	700.8	1 037.3	1 474.9	6 345.1	74.5	2 175.7	25.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

WHETHER HAD PAID LEAVE ENTITLEMENTS						
	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
MALES						
Length of set employment completion date/event(a)						
Had a set completion date	172.4	5.0	70.7	7.5	243.1	5.5
Less than 1 year	101.5	2.9	63.1	6.7	164.6	3.7
Under 3 months	56.9	1.6	43.2	4.6	100.2	2.3
3 and under 6 months	16.1	0.5	11.8	1.2	27.9	0.6
6 and under 12 months	28.5	0.8	8.1	0.9	36.5	0.8
1 year	21.8	0.6	*4.6	*0.5	26.4	0.6
2 years	21.3	0.6	*2.5	*0.3	23.7	0.5
3 years and over	27.8	0.8	**0.5	**0.1	28.4	0.6
Did not have a set completion date	3 308.5	95.0	877.2	92.5	4 185.7	94.5
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	120.1	3.5	48.4	5.1	168.5	3.8
Expected contract to be renewed	90.1	2.6	31.5	3.3	121.5	2.7
Did not expect contract to be renewed	30.0	0.9	17.0	1.8	47.0	1.1
Did not work on a fixed-term contract	3 360.8	96.5	899.4	94.9	4 260.2	96.2
Whether considered job to be casual						
Considered job to be casual	75.7	2.2	773.8	81.6	849.5	19.2
Did not consider job to be casual	3 405.2	97.8	174.0	18.4	3 579.3	80.8
<i>Total</i>	<i>3 480.9</i>	<i>100.0</i>	<i>947.9</i>	<i>100.0</i>	<i>4 428.8</i>	<i>100.0</i>
FEMALES						
Length of set employment completion date/event(a)						
Had a set completion date	195.2	6.8	67.9	5.5	263.0	6.4
Less than 1 year	147.9	5.2	62.3	5.1	210.2	5.1
Under 3 months	107.1	3.7	48.9	4.0	156.0	3.8
3 and under 6 months	19.0	0.7	7.8	0.6	26.9	0.7
6 and under 12 months	21.8	0.8	*5.5	*0.5	27.4	0.7
1 year	21.8	0.8	*3.2	*0.3	24.9	0.6
2 years	14.2	0.5	**0.7	**0.1	14.9	0.4
3 years and over	11.3	0.4	*1.7	*0.1	13.0	0.3
Did not have a set completion date	2 669.1	93.2	1 160.0	94.5	3 829.0	93.6
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	154.7	5.4	43.6	3.5	198.3	4.8
Expected contract to be renewed	117.4	4.1	28.4	2.3	145.8	3.6
Did not expect contract to be renewed	37.3	1.3	15.1	1.2	52.5	1.3
Did not work on a fixed-term contract	2 709.5	94.6	1 184.3	96.5	3 893.8	95.2
Whether considered job to be casual						
Considered job to be casual	107.2	3.7	1 109.2	90.3	1 216.3	29.7
Did not consider job to be casual	2 757.0	96.3	118.7	9.7	2 875.7	70.3
<i>Total</i>	<i>2 864.2</i>	<i>100.0</i>	<i>1 227.8</i>	<i>100.0</i>	<i>4 092.1</i>	<i>100.0</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) From the date of interview.

	WHETHER HAD PAID LEAVE ENTITLEMENTS					
	With paid leave entitlements		Without paid leave entitlements		Total	
	'000	%	'000	%	'000	%
PERSONS						
Length of set employment completion date/event(a)						
Length of set completion date/event						
Had a set completion date	367.6	5.8	138.5	6.4	506.1	5.9
Less than 1 year	249.4	3.9	125.4	5.8	374.8	4.4
Under 3 months	164.0	2.6	92.2	4.2	256.1	3.0
3 and under 6 months	35.2	0.6	19.6	0.9	54.8	0.6
6 and under 12 months	50.3	0.8	13.6	0.6	63.9	0.7
1 year	43.6	0.7	7.8	0.4	51.3	0.6
2 years	35.5	0.6	*3.1	*0.1	38.6	0.5
3 years and over	39.1	0.6	*2.3	*0.1	41.3	0.5
Did not have a set completion date	5 977.5	94.2	2 037.2	93.6	8 014.7	94.1
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	274.8	4.3	92.0	4.2	366.8	4.3
Expected contract to be renewed	207.4	3.3	59.9	2.8	267.3	3.1
Did not expect contract to be renewed	67.3	1.1	32.1	1.5	99.5	1.2
Did not work on a fixed-term contract	6 070.3	95.7	2 083.7	95.8	8 154.0	95.7
Whether considered job to be casual						
Considered job to be casual	182.8	2.9	1 883.0	86.5	2 065.8	24.2
Did not consider job to be casual	6 162.3	97.1	292.7	13.5	6 455.0	75.8
Total	6 345.1	100.0	2 175.7	100.0	8 520.8	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution (a) From the date of interview.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1									
Employed persons	1 844.7	1 429.0	1 164.5	414.0	608.3	125.6	44.9	98.5	5 729.7
Population 2									
Employees (excluding OMIEs)	1 428.3	1 114.4	893.8	317.3	455.6	99.1	36.0	84.3	4 428.8
Population 3									
Employees (excluding OMIEs) with paid leave entitlements	1 131.4	884.9	683.5	238.3	367.9	77.2	30.1	67.7	3 480.9
Population 4									
Employees (excluding OMIEs) without paid leave entitlements	296.9	229.5	210.2	79.1	87.7	21.9	5.9	16.7	947.9
Population 5									
Owner managers of incorporated enterprises	153.6	126.4	102.7	30.3	46.2	7.0	*2.9	*5.4	474.5
Population 6									
Owner managers of unincorporated enterprises	262.9	188.2	168.0	66.4	106.5	19.5	6.0	8.8	826.4
FEMALES									
Population 1									
Employed persons	1 506.7	1 168.6	966.4	346.8	475.2	103.5	38.3	87.9	4 693.4
Population 2									
Employees (excluding OMIEs)	1 320.3	1 018.4	828.8	305.6	413.0	90.2	35.1	80.6	4 092.1
Population 3									
Employees (excluding OMIEs) with paid leave entitlements	930.8	730.0	549.3	204.9	300.0	59.8	26.4	63.0	2 864.2
Population 4									
Employees (excluding OMIEs) without paid leave entitlements	389.5	288.4	279.5	100.7	113.0	30.4	8.7	17.6	1 227.8
Population 5									
Owner managers of incorporated enterprises	57.2	53.9	52.8	9.8	19.5	*3.2	**0.8	*2.4	199.6
Population 6									
Owner managers of unincorporated enterprises	129.2	96.4	84.8	31.3	42.7	10.1	*2.4	*4.9	401.7
PERSONS									
Population 1									
Employed persons	3 351.4	2 597.6	2 131.0	760.8	1 083.5	229.1	83.2	186.4	10 423.1
Population 2									
Employees (excluding OMIEs)	2 748.6	2 132.8	1 722.6	622.9	868.6	189.3	71.1	164.9	8 520.8
Population 3									
Employees (excluding OMIEs) with paid leave entitlements	2 062.2	1 614.9	1 232.9	443.1	667.9	136.9	56.5	130.7	6 345.1
Population 4									
Employees (excluding OMIEs) without paid leave entitlements	686.4	517.9	489.7	179.8	200.7	52.3	14.7	34.2	2 175.7
Population 5									
Owner managers of incorporated enterprises	210.7	180.3	155.6	40.1	65.7	10.2	*3.8	7.8	674.1
Population 6									
Owner managers of unincorporated enterprises	392.1	284.6	252.8	97.7	149.2	29.6	8.3	13.7	1 228.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Refers to mainly urban areas only. For more information, see paragraph 6 of the Explanatory Notes.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2007 as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to people aged 15 years and over and excludes the following people:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from the census and estimated populations
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 people living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these people will have only a minor impact on any aggregate estimates produced for individual states and territories, except the Northern Territory where such people account for around 23% of the population.

7 This survey was restricted to employed people aged 15 years and over who were not contributing family workers in their main job.

COVERAGE

8 The estimates in this publication relate to people covered by the survey in November 2007. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The initial sample for the November 2007 LFS consisted of 41,091 private dwelling households and special dwelling units. Of the 33,521 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 31,935 or 95% were fully responding to the Forms of Employment survey. The number of completed interviews obtained from these private dwelling households and special dwelling units (after taking into account scope, coverage and subsampling exclusions) was 33,932.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES

- 11** Estimates in this publication are subject to sampling and non-sampling errors:
- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
 - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

- 12** The estimates are based on information collected in the survey month, and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

- 14** From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO are available on request.

- 15** Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This new classification replaces the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 are available on request.

NOTES ON ESTIMATES

- 16** People who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.

- 17** Employees (excluding OMIEs) are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:

- 'Does your employer/business provide you with paid sick leave?'
- 'Does your employer/business provide you with paid holiday leave?'

In all other cases, employees are categorised as 'Without paid leave entitlements'.

- 18** In 2007, only owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs), were asked if they worked on a contract basis. Employees (excluding OMIEs) were asked if they worked on a fixed-term contract. In 2006, all employed people including OMIEs and OMUEs, were asked if they worked on a contract basis. Users, therefore, need to exercise care when comparing the number of people who worked on a contract basis with previous releases.

COMPARABILITY OF TIME SERIES

- 19** Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are based on these revised population benchmarks.

- 20** In 2006, all employed people were asked if they worked on a contract basis. In previous surveys, people who received both paid sick and paid holiday leave were not asked if they worked on a contract basis. Users need to exercise care when comparing the number of people who worked on a contract basis in this publication with previous releases.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME SERIES *continued*

21 The survey was redesigned in 2001 to reflect the changes in the Australian labour market that had occurred. This restricted the scope of the survey to people aged 15–69 years. From 2004 onwards, the scope includes all people aged 15 years and over.

22 In 1998 and 2001, people working for payment in kind were excluded from the survey. From 2004 onwards this group have been included.

COMPARABILITY WITH MONTHLY LFS STATISTICS

23 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

24 The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004 and November 2006. Results of previous surveys on employment arrangements have been published in:

- *Forms of Employment, Australia* (cat. no. 6359.0)
- *Employment Arrangements and Superannuation, Australia* (cat. no. 6361.0).

NEXT SURVEY

25 The ABS plans to conduct this survey again in November 2008.

ACKNOWLEDGEMENT

26 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

RELATED PUBLICATIONS

27 ABS publications which may be of interest include:

- *Labour Force, Australia* (cat. no. 6202.0)
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Australian Labour Market Statistics* (cat. no. 6105.0)
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0)
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0)
- *Locations of Work, Australia* (cat. no. 6275.0)
- *Labour Force Experience, Australia* (cat. no. 6206.0)
- *Labour Mobility, Australia* (cat. no. 6209.0)
- *Working Time Arrangements, Australia* (cat. no. 6342.0).

28 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily *Release Advice* on the website which details products to be released in the week ahead.

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Bjorn Jarvis on Canberra (02) 6252 6552, or by facsimile on (02) 6252 5066, or by email to <bjorn.jarvis@abs.gov.au>.

<i>Population 1</i>	Employed persons
<i>Population 2</i>	Employees (excluding OMIEs)
<i>Population 3</i>	Employees (excluding OMIEs) with paid leave entitlements
<i>Population 4</i>	Employees (excluding OMIEs) without paid leave entitlements
<i>Population 5</i>	Owner managers of incorporated enterprises
<i>Population 6</i>	Owner managers of unincorporated enterprises

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
1 State or territory of usual residence	All	6 Relationship in household cont.	All
New South Wales		Family member cont.	
Victoria		Lone parent	
Queensland		With dependants	
South Australia		Without dependants	
Western Australia		Dependent student	
Tasmania		Non-dependent child	
Northern Territory		Other family person	
Australian Capital Territory		Non-family member	
2 Area of usual residence	All	Lone person	
State capital city		Not living alone	
Balance of state/territory		Relationship not determined	
3 Region of usual residence	All	7A Country of birth and period of arrival	All
Standard labour force dissemination regions		Born in Australia	
4 Sex	All	Born overseas	
Males		Arrived before 1971	
Females		Arrived 1971–1980	
5 Marital status	All	Arrived 1981–1990	
Married		Arrived 1991–2000	
Not married		Arrived 2001 to survey date	
6 Relationship in household	All	7B Country of birth (1)	All
Family member		Born in Australia	
Husband, wife or partner		Born overseas	
With dependants		Born in main English-speaking countries	
Without dependants		Born in other than main English-speaking countries	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
7C Country of birth (2)	All	11 Industry of main job(b) cont.	All
Born in Australia		Rental, hiring and real estate services	
Born overseas		Professional, scientific and technical services	
Oceania and Antarctica		Administrative and support services	
North-West Europe		Public administration and safety	
Southern and Eastern Europe		Education and training	
North Africa and the Middle East		Health care and social assistance	
South-East Asia		Arts and recreation services	
North-East Asia		Other services	
Southern and Central Asia			
Americas		12 Hours actually worked in main job	All
Sub-Saharan Africa		Less than 1 hour/no hours	
8 Age group (years)	All	1-14	
15-19		15-19	
20-24		20-24	
25-34		25-29	
35-44		30-34	
45-54		35	
55-59		36-39	
60-64		40	
65 and over		41-44	
Note: Age collected in single years		45-48	
9 Full-time or part-time status in main job	All	49 or more	
Full-time workers		Note: Collected in single hours	
Part-time workers		13 Hours usually worked in main job	All
10 Occupation of main job(a)	All	Less than 1 hour	
Managers		1-14	
Professionals		15-19	
Technicians and trades workers		20-24	
Community and personal service workers		25-29	
Clerical and administrative workers		30-34	
Sales workers		35	
Machinery operators and drivers		36-39	
Labourers		40	
11 Industry of main job(b)	All	41-44	
Agriculture, forestry and fishing		45-48	
Mining		49 or more	
Manufacturing		Note: Collected in single hours	
Electricity, gas, water and waste services		14 Whether had employees	5,6
Construction		Had employees	
Wholesale trade		Did not have employees	
Retail trade		15 Whether had paid leave entitlements	2-4
Accommodation and food services		With paid leave entitlements	
Transport, postal and warehousing		Without paid leave entitlements	
Information media and telecommunications		16 Whether entitled to paid holiday leave	2-4
Financial and insurance services		Entitled to paid holiday leave	
		Not entitled to paid holiday leave	
		Did not know	

(a) This data is classified according to ANZSCO First Edition. For more information see paragraph 14 of the Explanatory Notes.

(b) This data is classified according to ANZSIC 2006. For more information see paragraph 15 of the Explanatory Notes.

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
17 Whether entitled to paid sick leave	2-4	25 Length of set employment completion date/event	2-4
Entitled to paid sick leave		Had a set completion date/event	
Not entitled to paid sick leave		Less than 12 months	
Did not know		Under 3 months	
18 Whether entitled to long service leave	2-4	3 and under 6 months	
Entitled to long service leave		6 and under 12 months	
Not entitled to long service leave		1 year	
Did not know		2 years	
19 Whether entitled to paid maternity/paternity leave	2-4	3 years and over	
Entitled to paid maternity/paternity leave		Did not have a set completion date/event	
Not entitled to paid maternity/paternity leave		26 Whether worked on a fixed-term contract	2-4
Did not know		Worked on a fixed-term contract	
20 Whether worked on a contract basis	5-6	Did not work on a fixed-term contract	
Worked on a contract basis		27 Whether expected contract to be renewed	2-4
Did not work on a contract basis		Expected contract to be renewed	
21 Continuous duration with current employer/business	All	Did not expect contract to be renewed	
Less than 12 months		28 Status in employment	All
Under 3 months		Employees (including OMIEs)	
3 and under 6 months		Employers	
6 and under 12 months		Own account workers	
1-2 years		29 Employment type (1)	All
3-5 years		Employees (excluding OMIEs)	
6-9 years		With paid leave entitlements	
10-19 years		Without paid leave entitlements	
20 years and over		Owner managers of incorporated enterprises	
22 Expected future duration with current employer/business	All	Owner managers of unincorporated enterprises	
Expected to be with current employer/business in 12 months		30 Employment type (2)	All
Did not expect to be with current employer/business in 12 months		Employees (excluding OMIEs)	
23 Reason expected duration with current employer/business less than 12 months	All	With paid leave entitlements	
Changing jobs/seeking other employment		Worked on a fixed-term contract	
Return to study/travel/family reasons		Did not work on a fixed-term contract	
Retiring		Without paid leave entitlements	
Seasonal/temporary job/fixed contract		Worked on a fixed-term contract	
Employer/business closing down/downsizing		Did not work on a fixed-term contract	
Other		Owner managers of incorporated enterprises	
24 Whether employment had a set completion date/event	2-4	Worked on contract basis	
Had a set completion date		Did not work on a contract basis	
Had a set completion event		Owner managers of unincorporated enterprises	
Did not have a set completion date/event		Worked on contract basis	
		Did not work on a contract basis	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
31 Educational Attendance	All	32 Whether considered job to be casual	2-4
Was a full-time student		Considered job to be casual	
Was not a full-time student		Did not consider job to be casual	
Did not know			

APPENDIX 2 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Child Care, Australia	4402.0	Irregular	June 2005
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2006
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2007
Forms of Employment, Australia	6359.0	Annual	November 2006
Job Search Experience, Australia	6222.0	Annual	July 2007
Labour Force Experience, Australia	6206.0	Biennial	February 2007
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2004
Labour Mobility, Australia	6209.0	Biennial	February 2006
Locations of Work, Australia	6275.0	Irregular	November 2005
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2007
Underemployed Workers, Australia	6265.0	Annual	September 2007
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006
Multi-Purpose Household Supplementary Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2006–2007
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2006–2007
Work-Related Injuries, Australia	6324.0	Irregular	2005–2006

(a) Latest data available on request.

(b) This product replaces the publication Working Arrangements, Australia (cat.no. 6342.0).

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

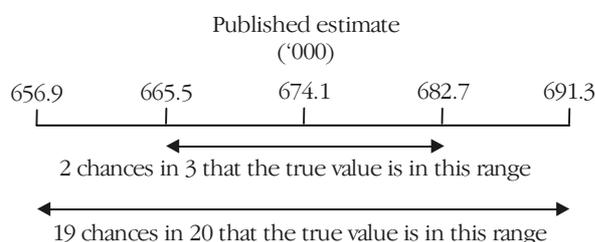
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERRORS

3 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of people in Australia who were owner managers of incorporated enterprises was 674,100. Since this estimate is between 500,000 and 1,000,000, table T1 shows the SE for Australia will be between 7,500 and 10,550 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 7,500 + \left(\left(\frac{674,100 - 500,000}{1,000,000 - 500,000} \right) \times (10,550 - 7,500) \right) \\
 &= 8,600 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 665,500 to 682,700, and about 19 chances in 20 that the value will fall within the range 656,900 to 691,300. This example is illustrated in the diagram below.



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use

CALCULATION OF STANDARD ERRORS *continued*

and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y:

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the example above, of the 674,100 people who were owner managers of incorporated enterprises, 199,600 or 29.6% were women. The SE of 199,600 may be calculated by interpolation as 5,000. To convert this to an RSE we express the SE as a percentage of the estimate, or 5,000/199,600 = 2.5%. The SE for 674,100 was calculated previously as 8,600 which converted to an RSE is 8,600/674,100 = 1.3%. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(2.5)^2 - (1.3)^2} = 2.1\%$$

8 Therefore, the SE for the proportion of women who were owner managers of incorporated enterprises, is 0.6 percentage points (= (29.6/100)x2.1). Therefore, there are about two chances in three that the proportion of women who were owner managers of incorporated enterprises is between 29.6% and 30.2% and 19 chances in 20 that the proportion is within the range 29.0% to 30.8%.

9 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

10 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

11 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	
	No.	No.	No.	No.	No.	No.	No.	No.	No.	%
100	270	260	190	160	180	100	110	90	100	100.0
200	360	340	280	210	240	150	170	140	170	85.0
300	430	400	340	250	280	180	210	180	240	80.0
500	530	490	440	310	340	220	270	230	340	68.0
700	610	550	510	350	390	250	320	260	430	61.4
1,000	700	640	590	400	450	290	370	290	550	55.0
1,500	830	740	700	470	520	340	430	310	700	46.7
2,000	930	830	790	530	580	370	480	330	830	41.5
2,500	1 000	900	850	550	650	400	500	350	950	38.0
3,000	1 100	950	900	600	700	400	550	350	1 050	35.0
3,500	1 150	1 050	1 000	650	700	450	550	400	1 100	31.4
4,000	1 200	1 100	1 050	700	750	450	600	400	1 200	30.0
5,000	1 300	1 150	1 100	750	800	500	650	450	1 350	27.0
7,000	1 500	1 350	1 250	850	950	550	800	500	1 550	22.1
10,000	1 700	1 500	1 400	950	1 050	650	1 000	600	1 800	18.0
15,000	2 000	1 750	1 550	1 100	1 200	800	1 400	700	2 100	14.0
20,000	2 200	1 950	1 700	1 200	1 350	900	1 750	850	2 300	11.5
30,000	2 550	2 250	1 950	1 400	1 550	1 150	2 450	1 050	2 600	8.7
40,000	2 850	2 500	2 200	1 600	1 700	1 400	3 100	1 250	2 850	7.1
50,000	3 100	2 750	2 400	1 800	1 900	1 600	3 750	1 450	3 050	6.1
100,000	3 950	3 550	3 250	2 700	2 750	2 250	6 450	1 900	3 850	3.9
150,000	4 600	4 350	4 000	3 450	3 650	2 700	..	2 150	4 500	3.0
200,000	5 300	5 050	4 700	4 050	4 400	3 000	..	2 300	5 050	2.5
300,000	6 700	6 500	5 950	5 000	5 500	3 450	..	..	5 950	2.0
500,000	9 350	9 000	8 050	6 250	7 000	..	..	..	7 500	1.5
1,000,000	13 900	13 700	11 500	..	8 950	..	..	..	10 550	1.1
2,000,000	18 750	20 250	15 450	..	..	..	..	..	15 300	0.8
5,000,000	23 900	32 400	..	..	..	..	..	..	25 550	0.5
10,000,000	..	..	..	..	..	..	..	..	34 100	0.3
15,000,000	..	..	..	..	..	..	..	..	38 500	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	5 500	4 500	4 200	2 200	2 600	1 300	1 900	1 200	5 600
RSE of 50%	1 800	1 500	1 300	700	800	400	600	400	1 300

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Continuous duration with current employer or business	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
Employed	People aged 15 years and over who, during the reference week: <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work. Contributing family workers in their main job were excluded from the survey.
Employees	People who: <ul style="list-style-type: none">■ worked for a public or private employer; and■ received remuneration in wages, salary, or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or■ operated their own incorporated enterprise with or without hiring employees.
Employers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.
Employment type	Classifies employed people according to the following employment type categories on the basis of their main job (that is, the job in which the most hours were usually worked): <ul style="list-style-type: none">■ Employees (excluding OMIEs)<ul style="list-style-type: none">■ With paid leave entitlements■ Without paid leave entitlements■ Owner managers of incorporated enterprises■ Owner managers of unincorporated enterprises. Contributing family workers in their main job were excluded from the survey.
Fixed-term contract	A contract of employment which specifies that the employment will be terminated on a particular date/event.
Full-time workers	Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. In this publication, full-time workers refers only to people who were full-time workers in their main job.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours worked	The number of hours actually worked during the reference week.
Hours usually worked	The number of hours usually worked in a week.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).

GLOSSARY *continued*

Long Service Leave	Provision by an employer or industry body of long service leave.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Maternity/paternity leave	The provision by an employer of paid maternity/paternity leave.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the ANZSCO— <i>Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
Own account workers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hired no employees.
Owner managers	People who work in their own business, with or without employees, whether or not the business is of limited liability. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.
Owner managers of incorporated enterprises	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.
Owner managers of unincorporated enterprises	People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if they do not.
Part-time workers	Employed people who usually worked less than 35 hours a week (in main job) and who did so during the reference week, or were not at work in the reference week. In this publication, part-time workers relates to part-time workers who were employees in their main job.
Reference week	The week preceeding the week in which the interview was conducted.
Self-identified casuals	Employees (excluding OMIEs) who identified themselves as casual.
Sick leave	Provision by an employer of paid sick leave.
With paid leave entitlements	Employees (excluding OMIEs) who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information see paragraph 17 of the Explanatory Notes.
Without paid leave entitlements	Employees (excluding OMIEs) who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 17 of the Explanatory Notes.
Worked on a contract basis	Owner managers of incorporated/unincorporated enterprises who were engaged by an organisation to provide a particular service or undertake a particular task at an agreed price or rate, and generally for a specified period.
Worked on a fixed-term contract	Employees (excluding OMIEs) with a contract of employment which specifies that the employment will be terminated on a particular date/event.

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